

*AFRL Laboratory Personnel
Demonstration Project*

**Contribution-based
Compensation
System (CCS)**

**Second Cycle
Results**



HIR

Outline

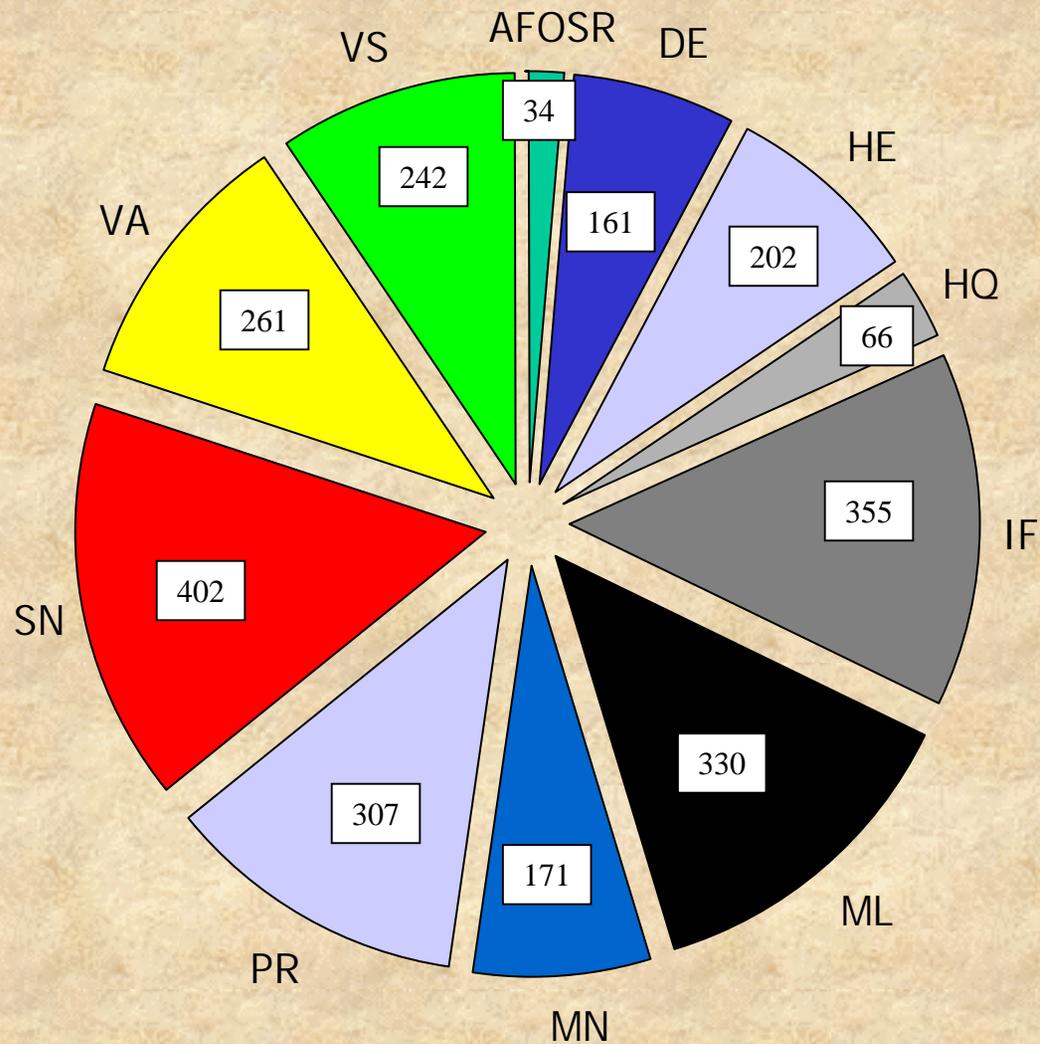
- Demographics
- Assessment Results
- Compensation Adjustment Results
- Broadband Movement Results
- Special Interest Items
- Back-up Data (Tabular Representation of Results)
- Individual Paypool Results



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Demographics - Distribution by Paypool

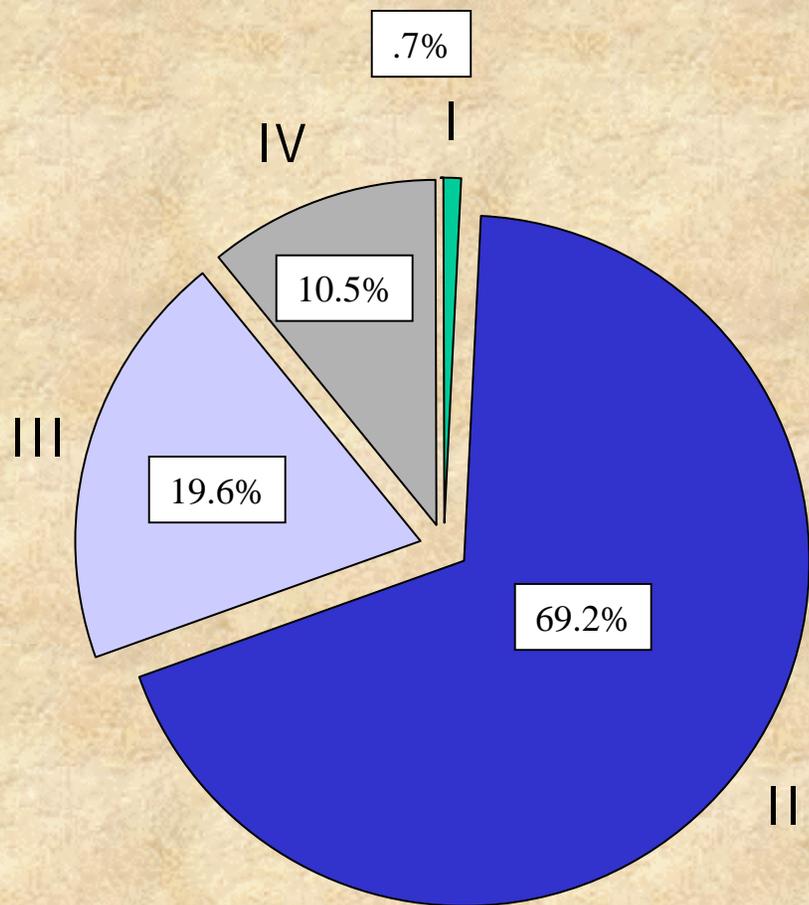
2531 Total S&Es in 1998
- Increase of 52 from 1997
- - HQ and AFOSR added



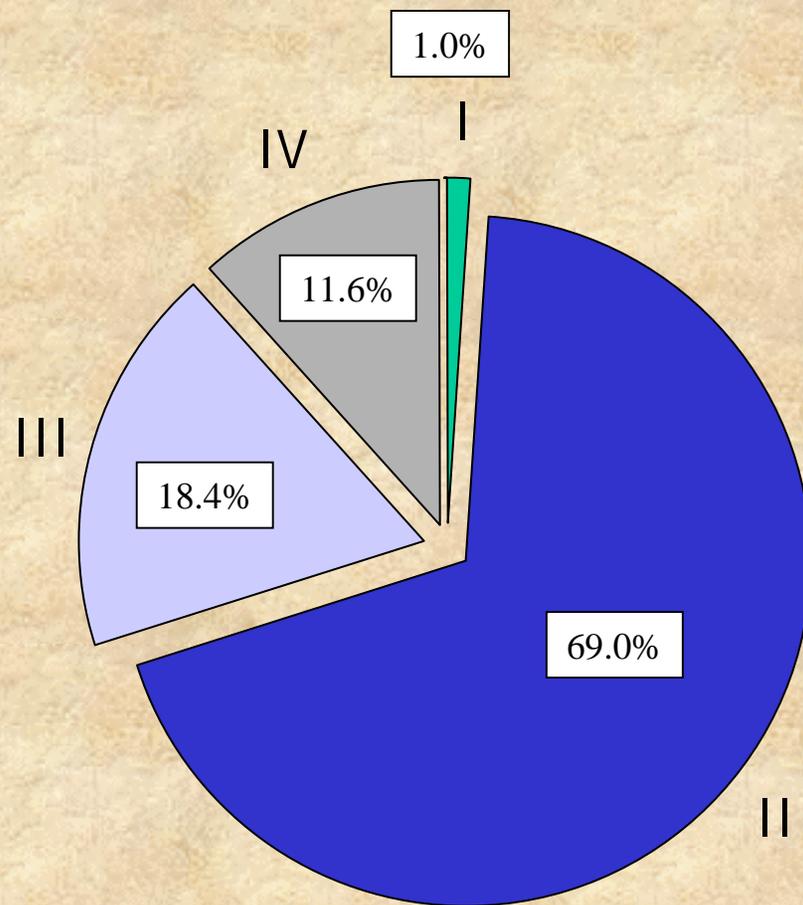


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Demographics - Distribution by Broadband (W/O AFOSR and HQ)



1997
(2479 S&Es)

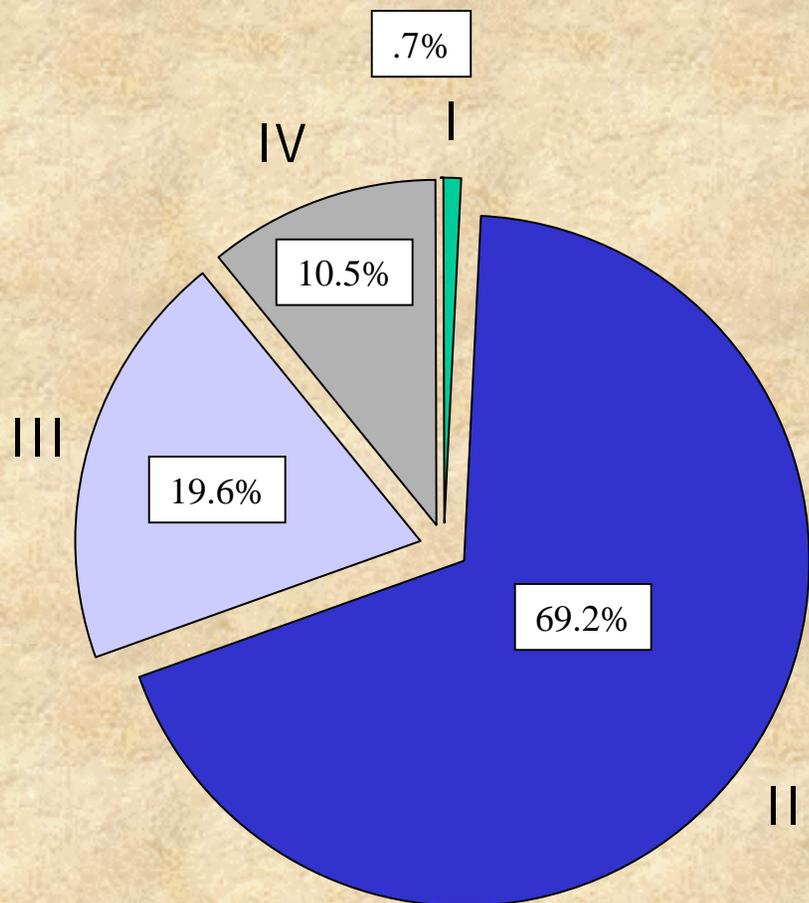


1998
(2431 S&Es)

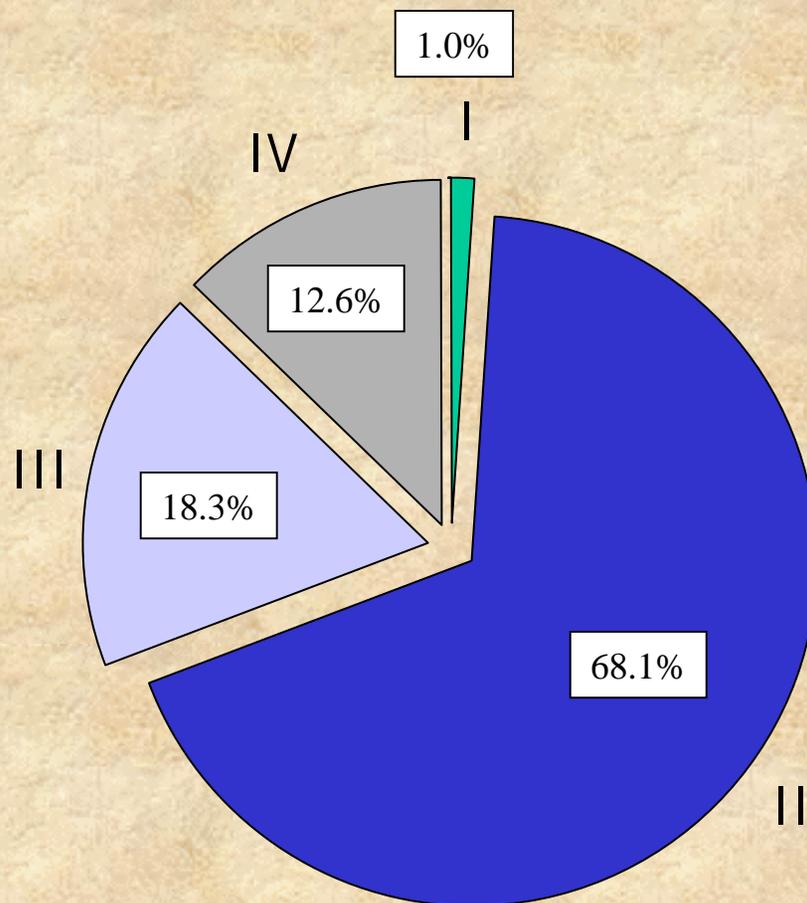


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Demographics - Distribution by Broadband - All AFRL - (Prior to 98 Broadband Movements)



1997
(2479 S&Es)

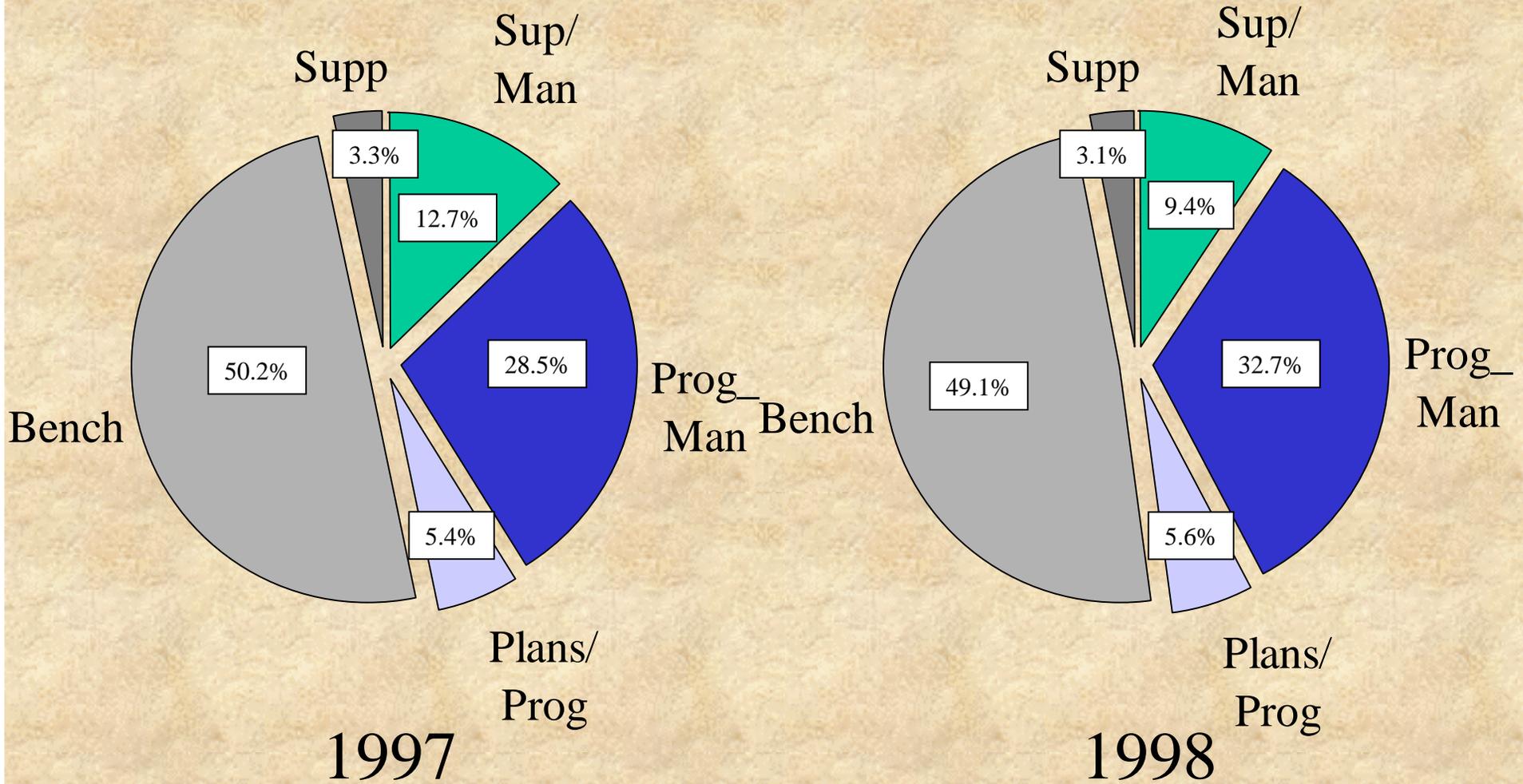


1998
(2531 S&Es)



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Demographics - Distribution By Job Category





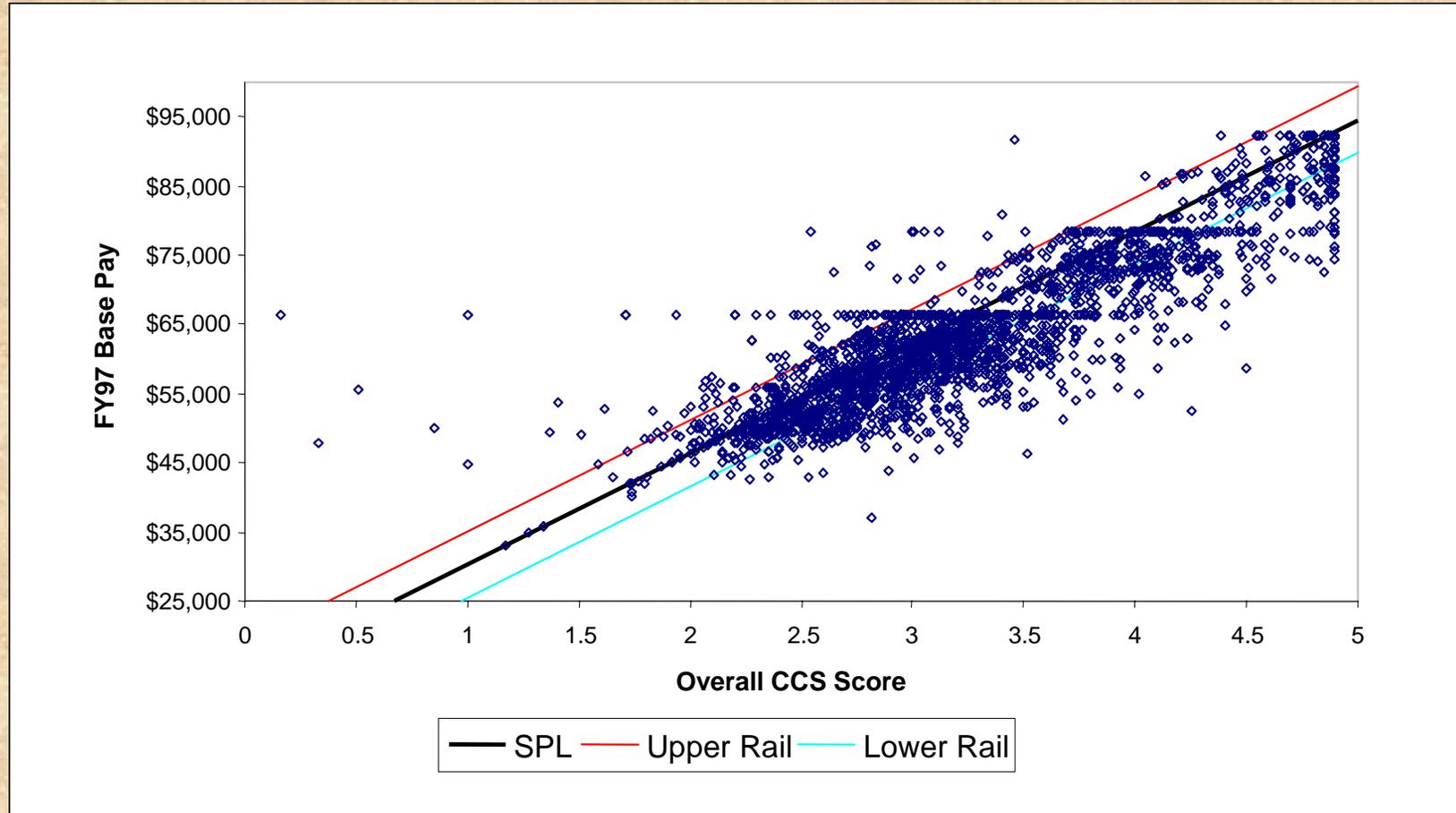
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Assessment Results



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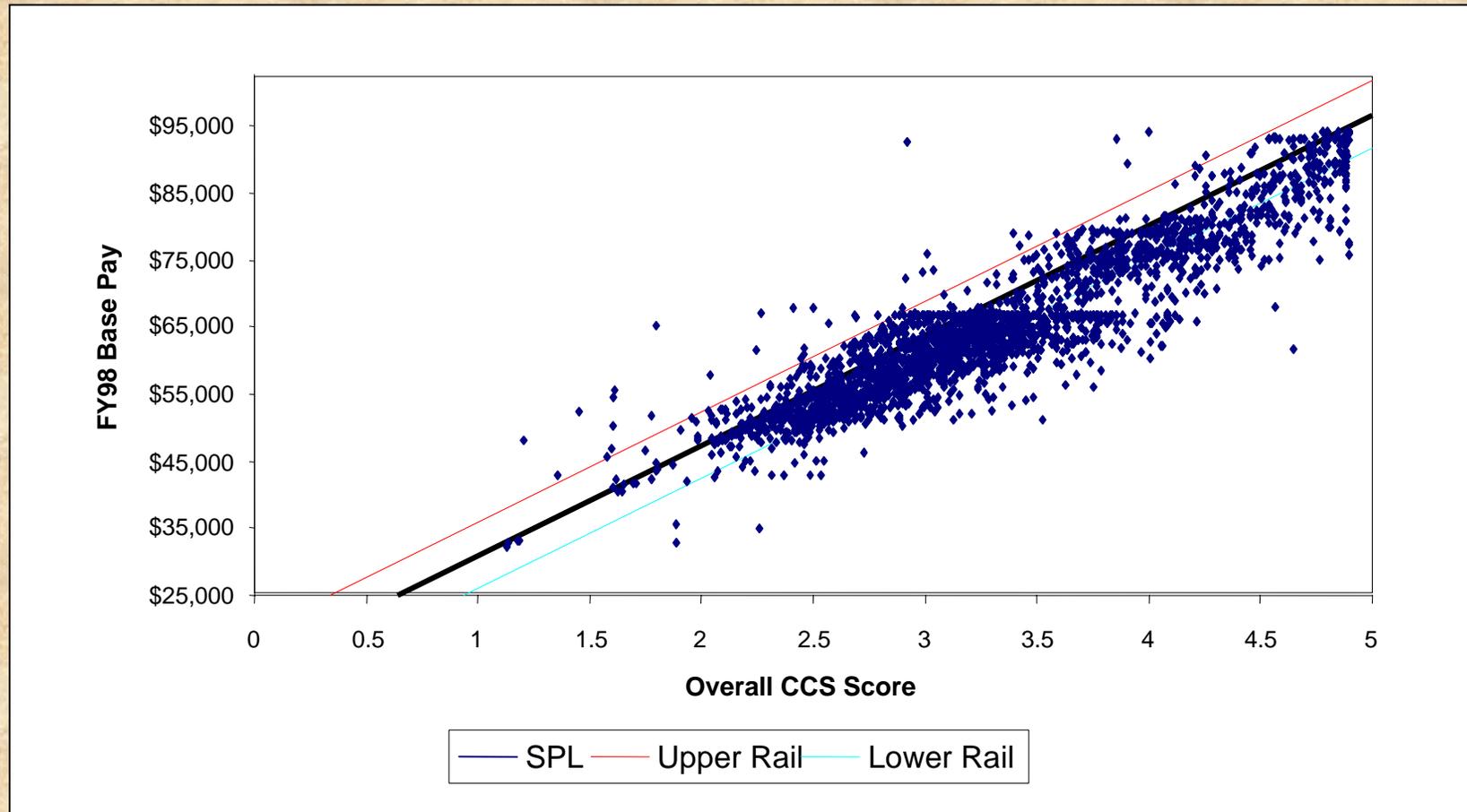
1997 Scattergram





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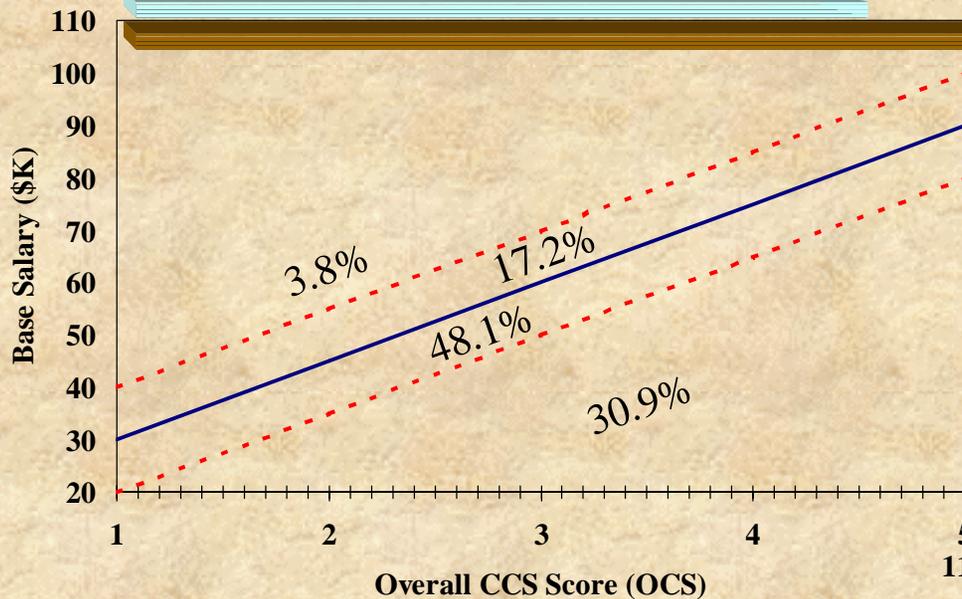
1998 Scattergram





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Assessment Results and Trends - Distribution By Rail Area

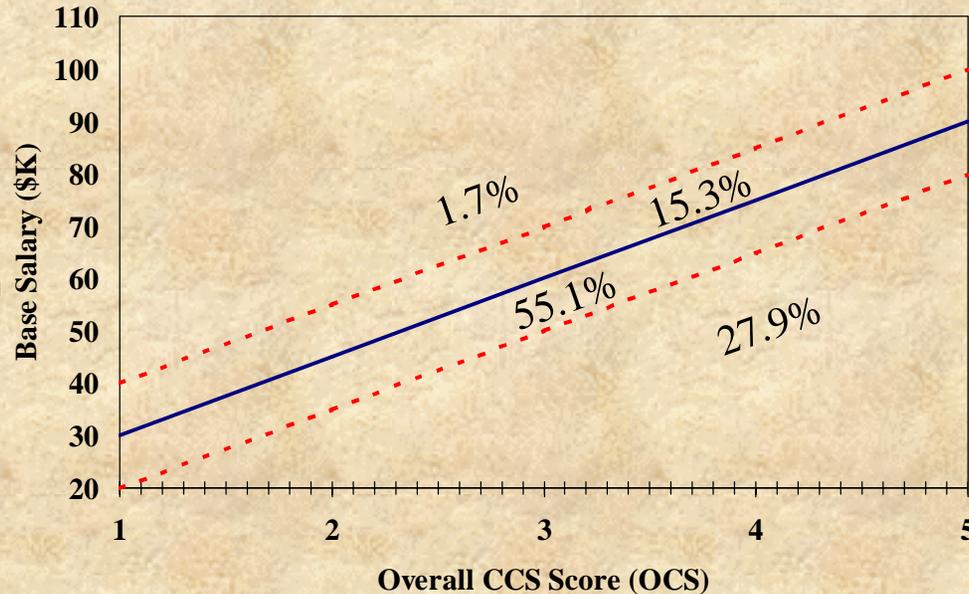


1997

Mean CCS = 3.26
 Std Dev CCS = .74
 Mean Delta-CCS = .18
 Std Dev Delta-CCS = .34

1998

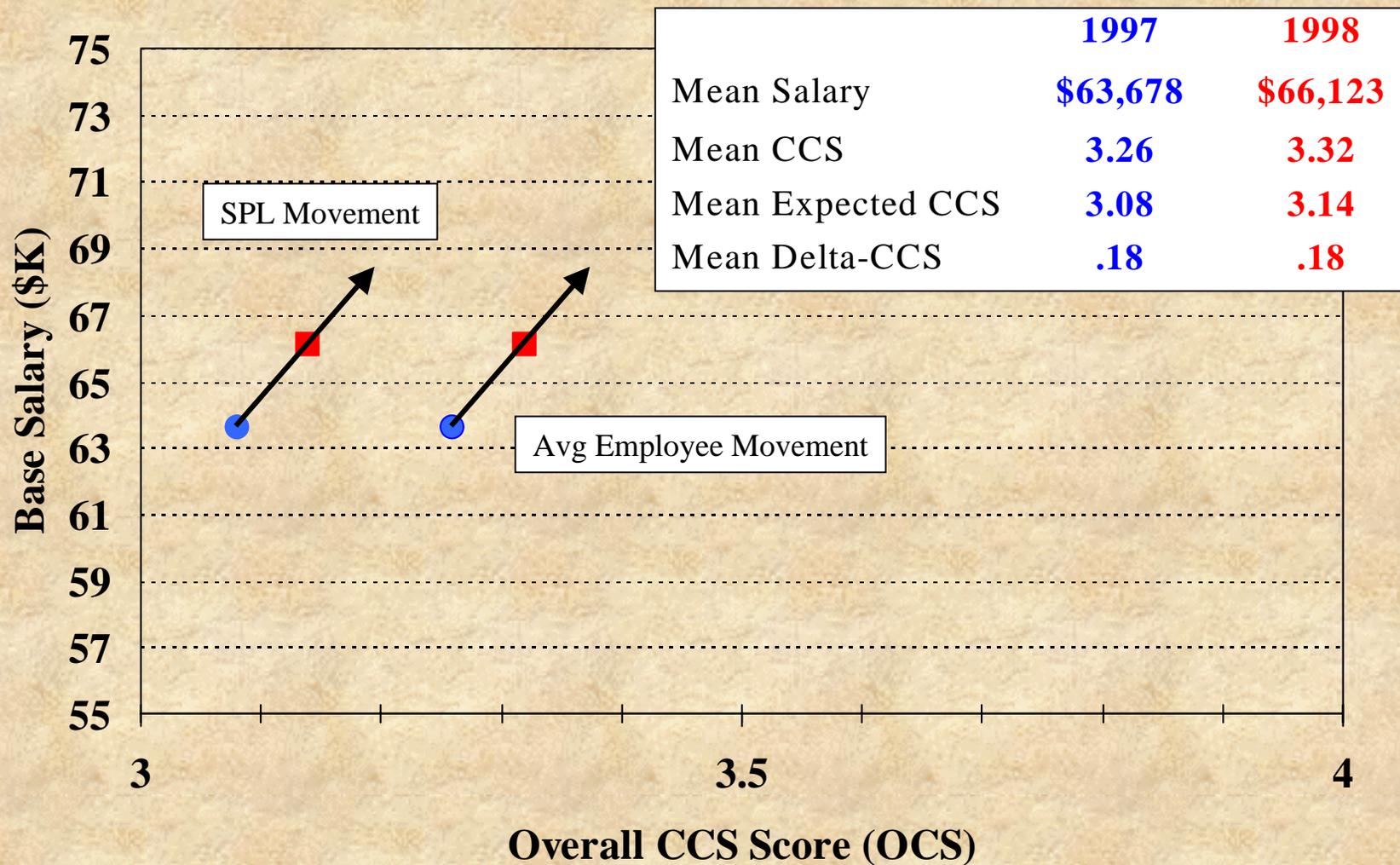
Mean CCS = 3.32
 Std Dev CCS = .74
 Mean Delta-CCS = .18
 Std Dev Delta-CCS = .27





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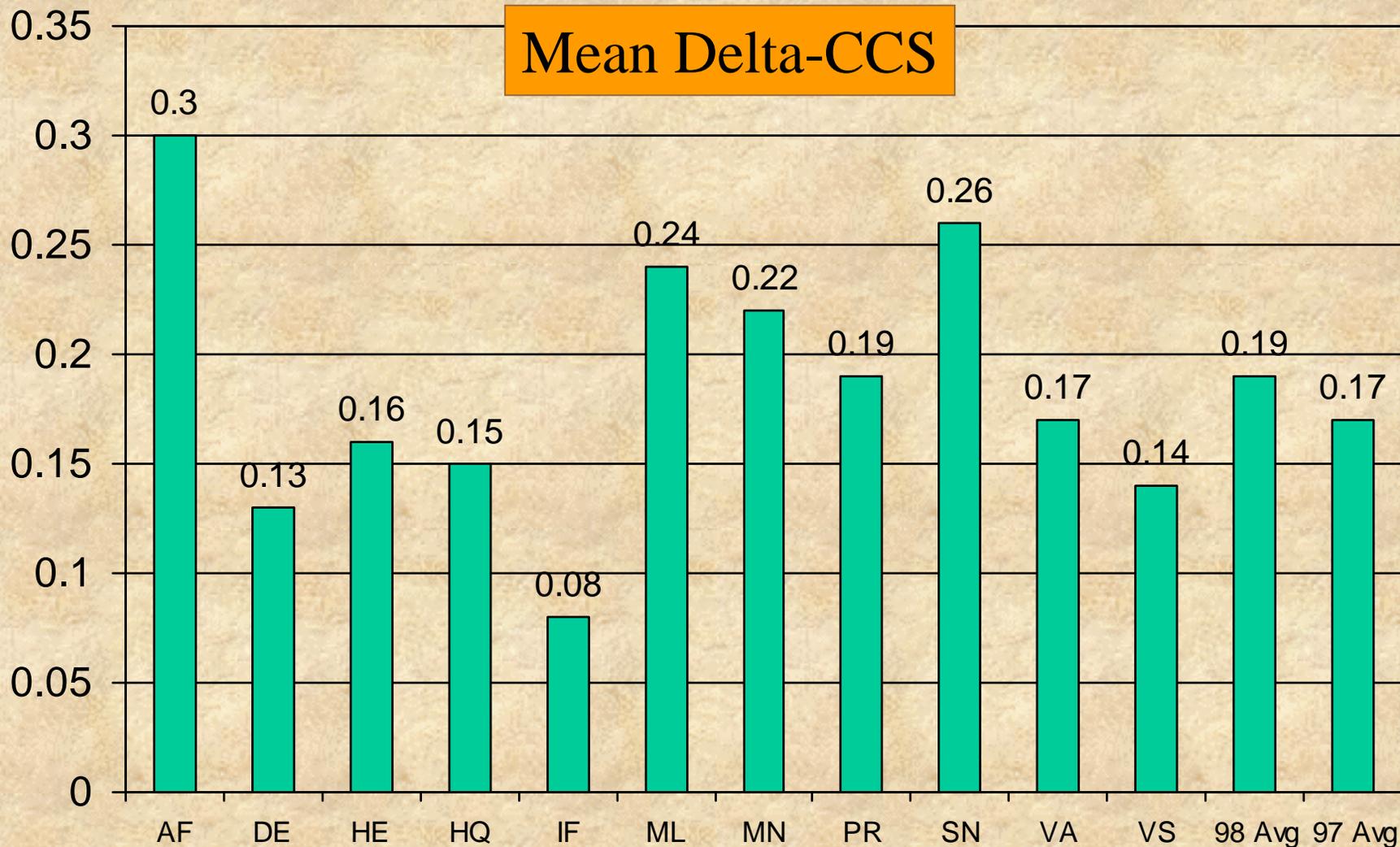
Assessment Results and Trends





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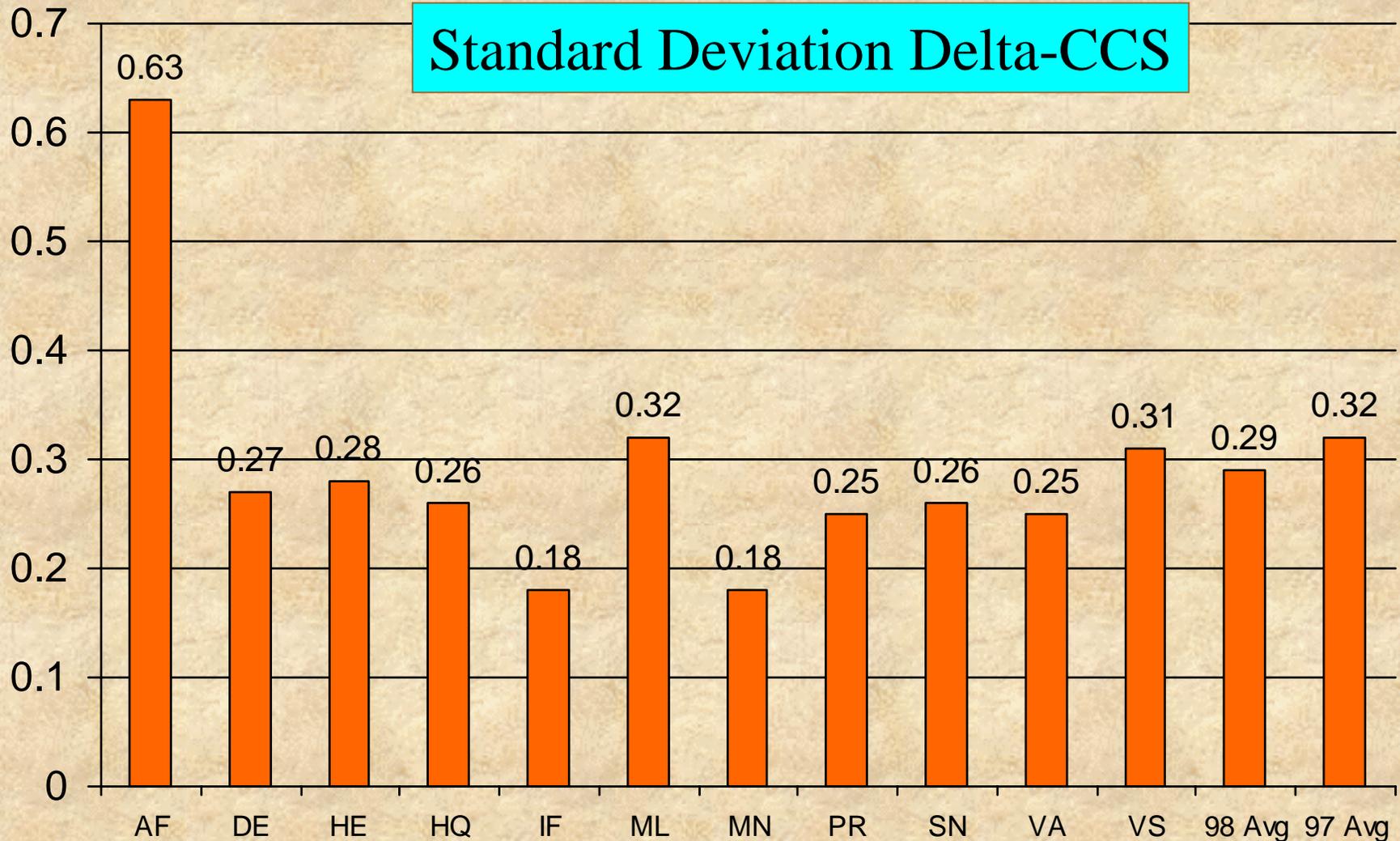
Assessment Results By Paypool





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Assessment Results By Paypool

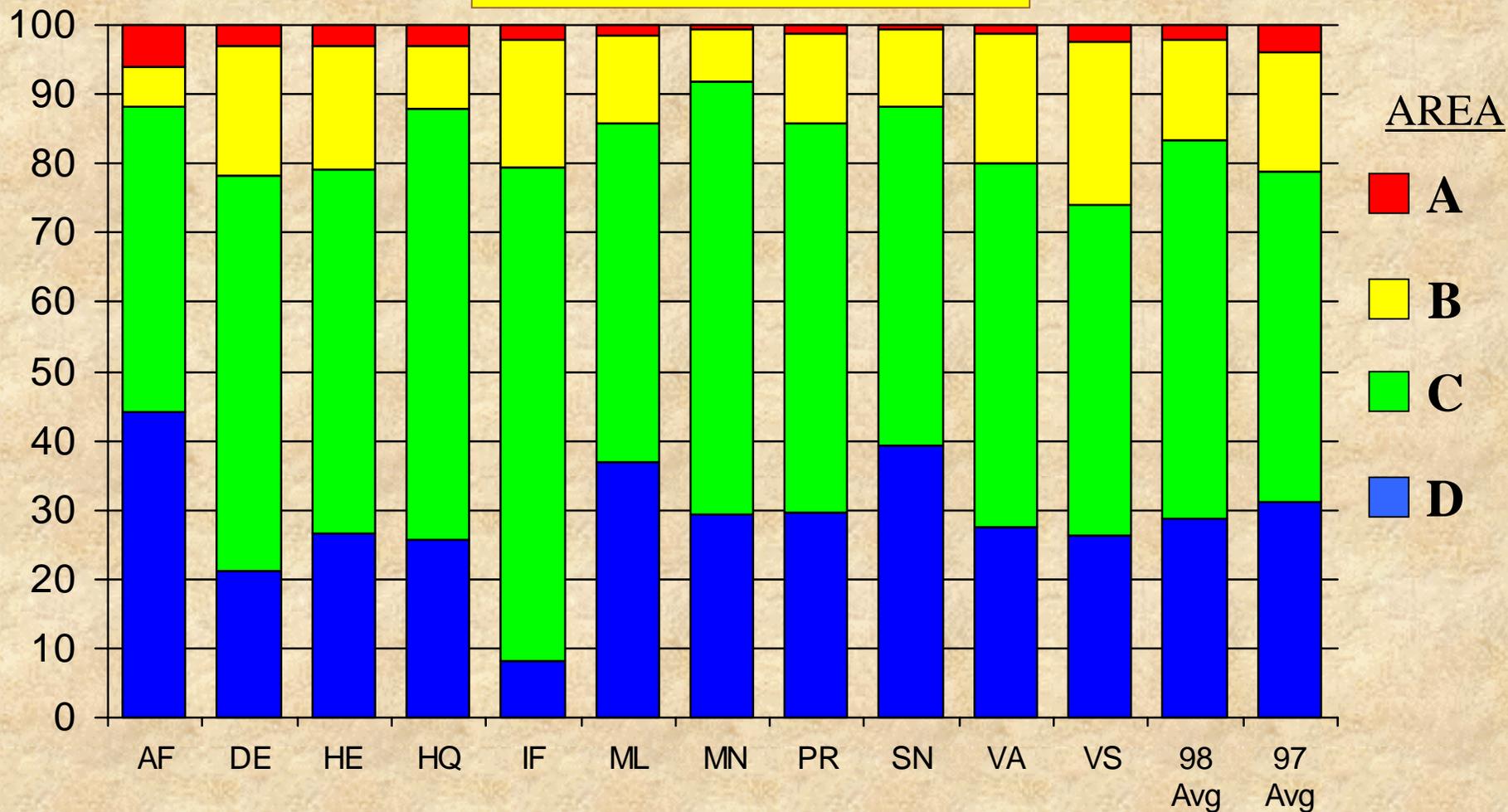




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Assessment Results By Paypool

Percent By Rail Area





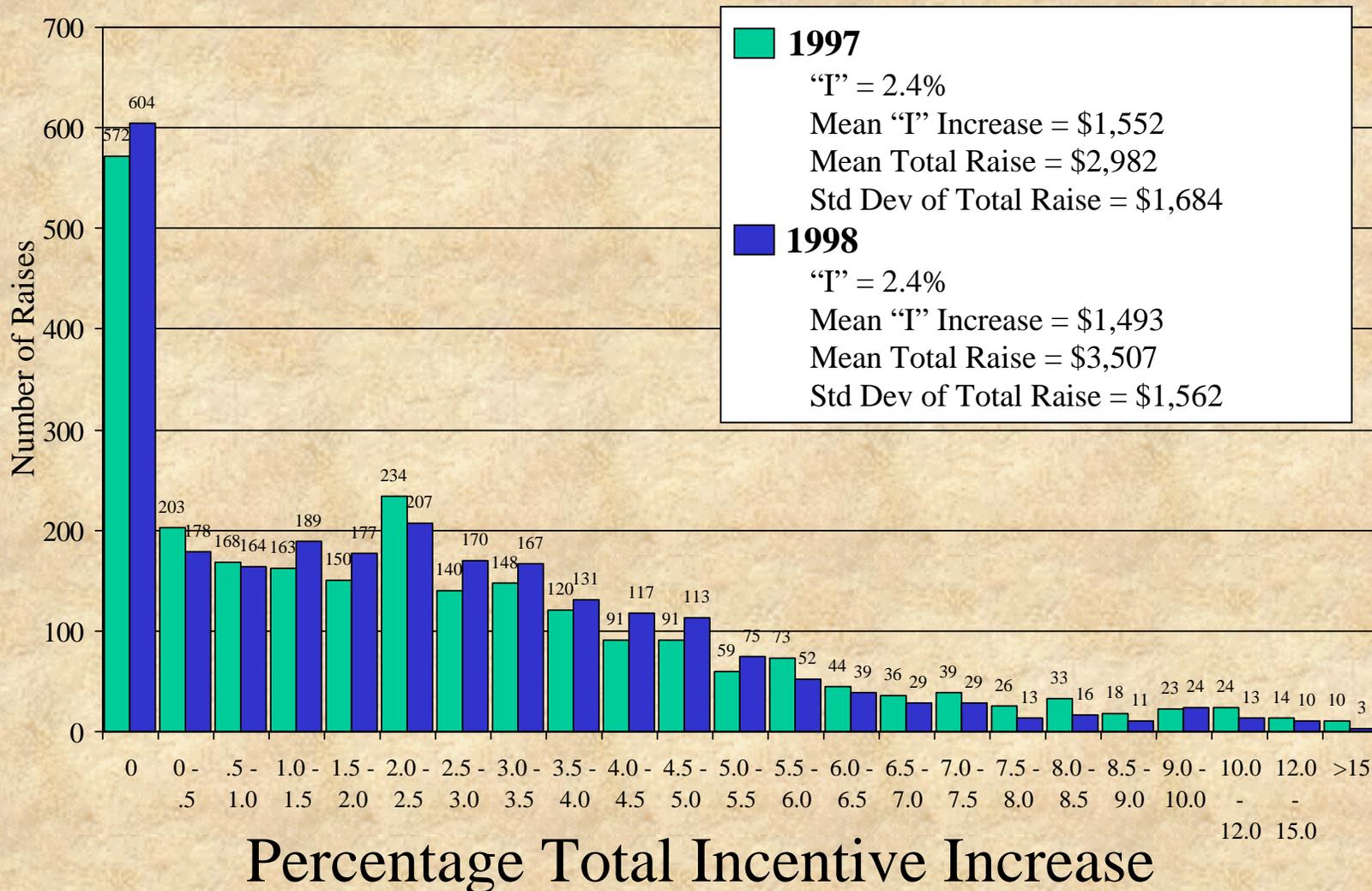
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Compensation Adjustment Results



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Compensation Adjustment - Frequency Distribution

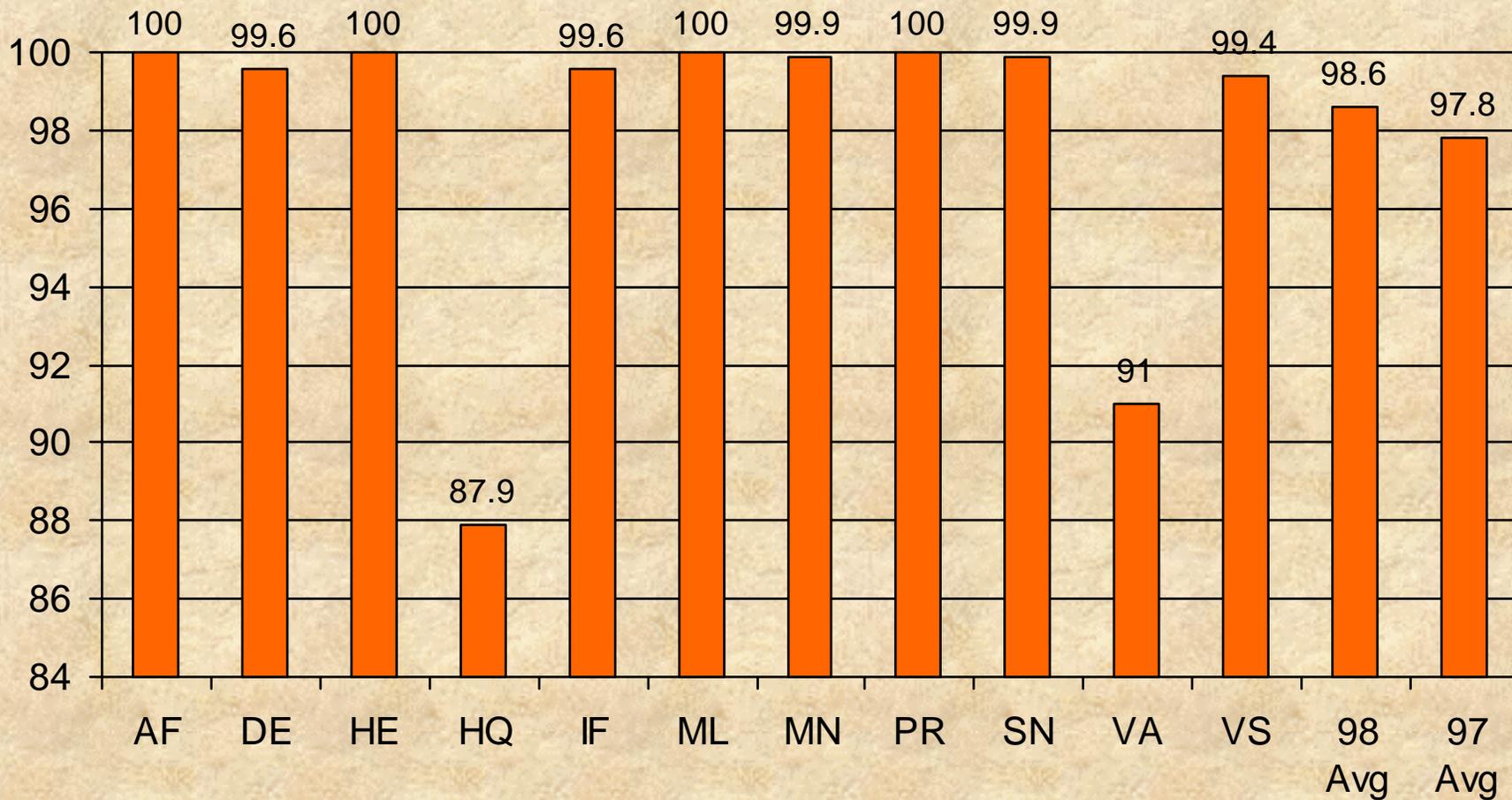




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Compensation Adjustment Results By Paypool

Percent of Incentive Increase Pool Distributed

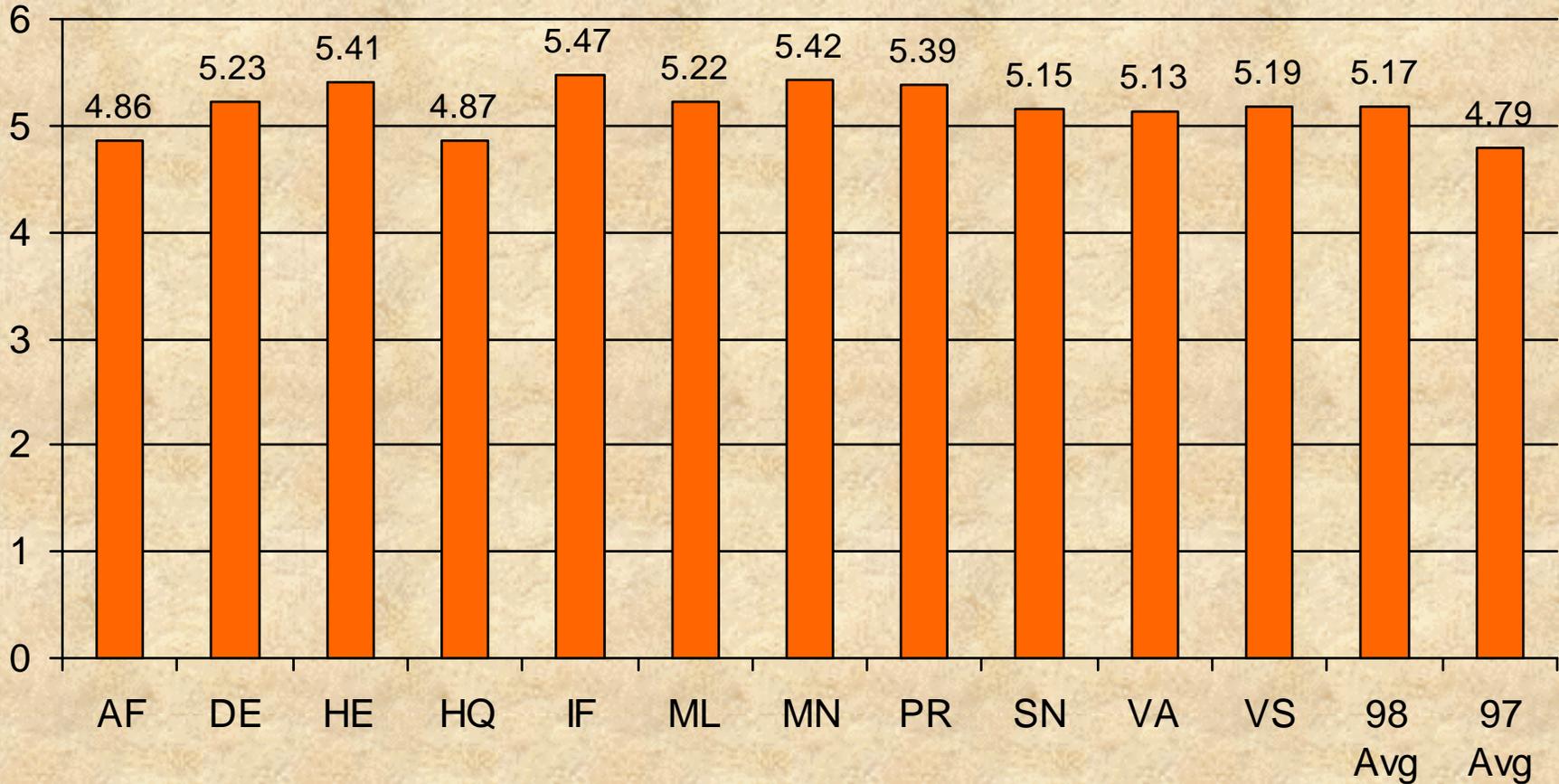




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Compensation Adjustment Results By Paypool

Mean Salary Increase (%)





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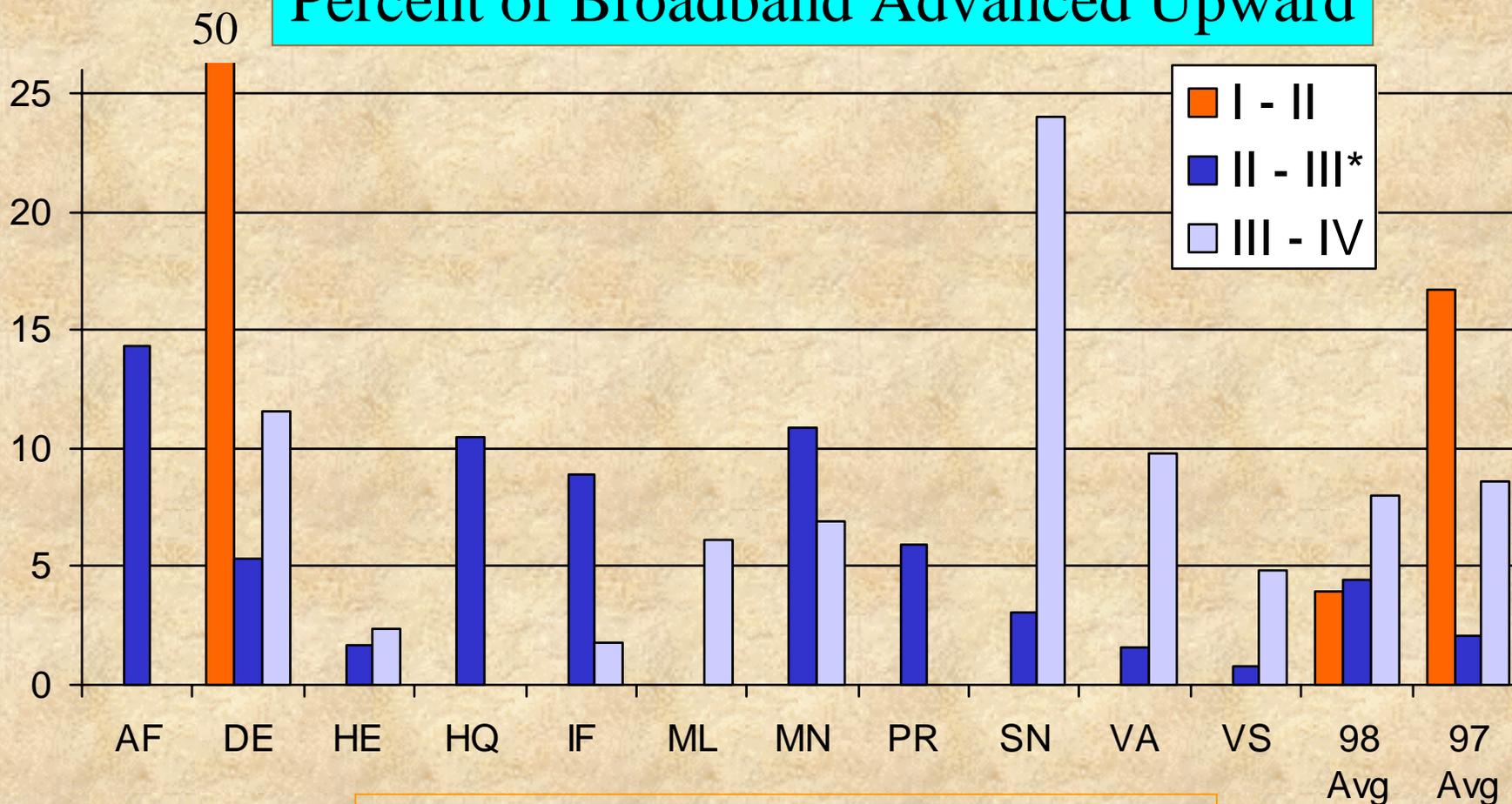
Broadband Movement Results



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Broadband Movement Results By Paypool

Percent of Broadband Advanced Upward

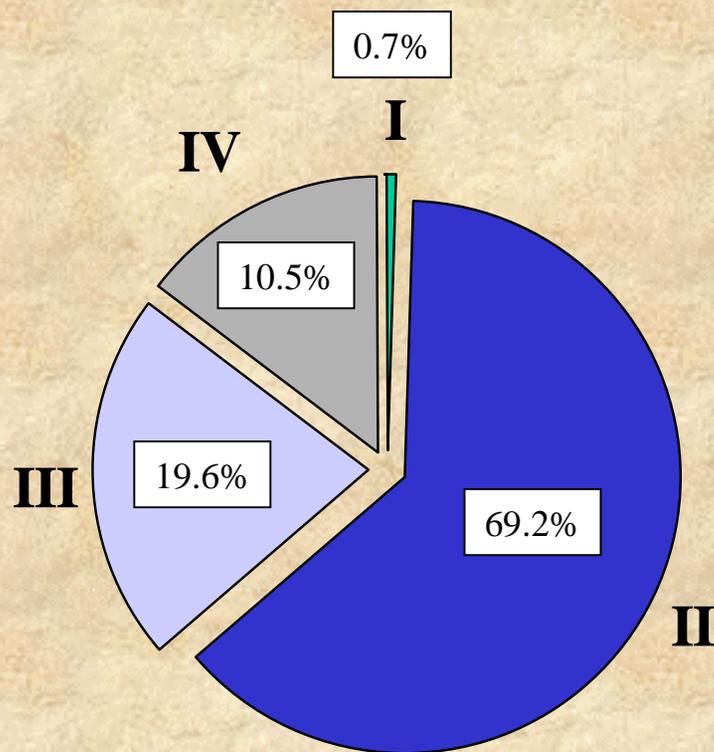


*Note: 76 New High Grades in AFRL

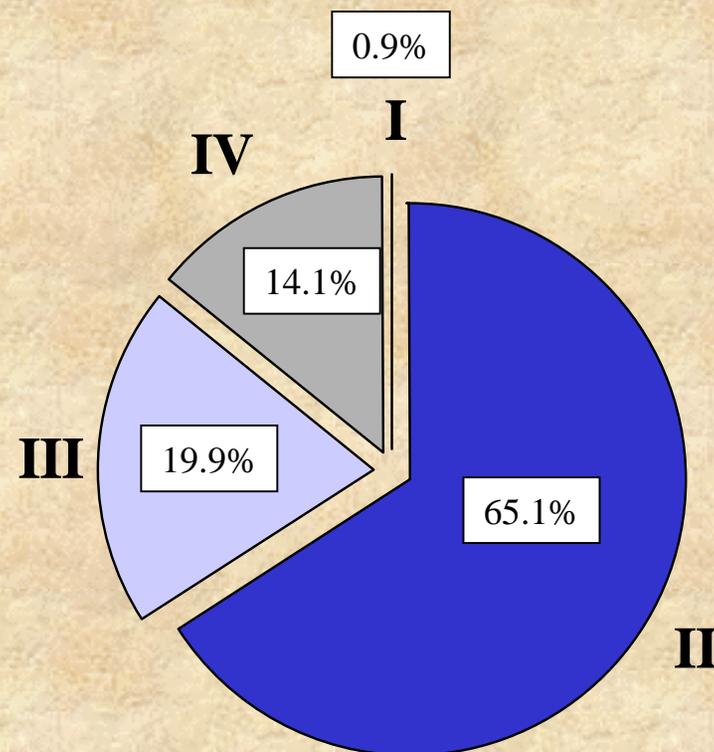


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Demographics - Distribution By Broadband - All AFRL (After 1998 Broadband Movements)



1997



1998



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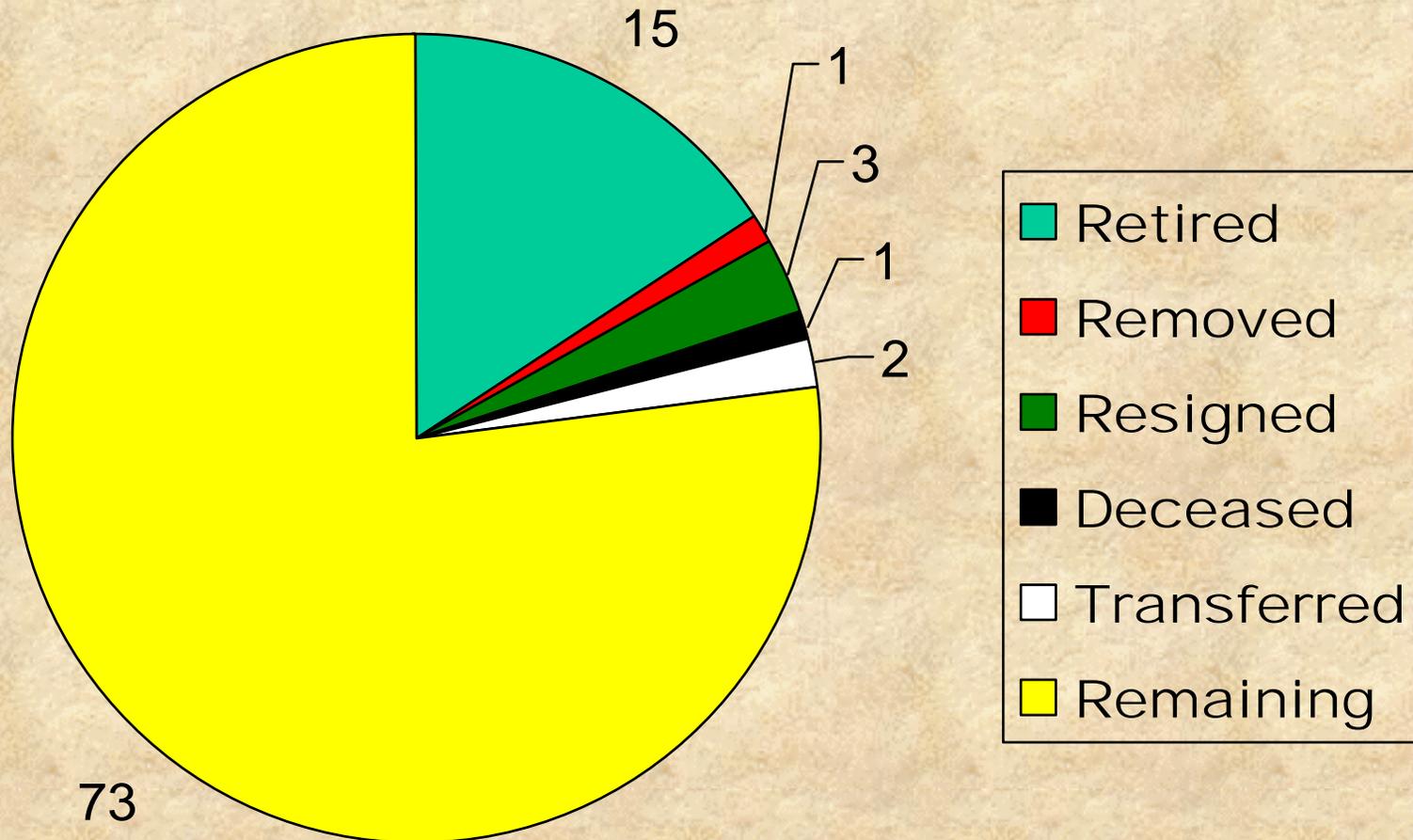
**Special
Interest
Items**



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Other CCS Data - AAZ Impact

Current disposition of the 95 AAZ employees from 1997

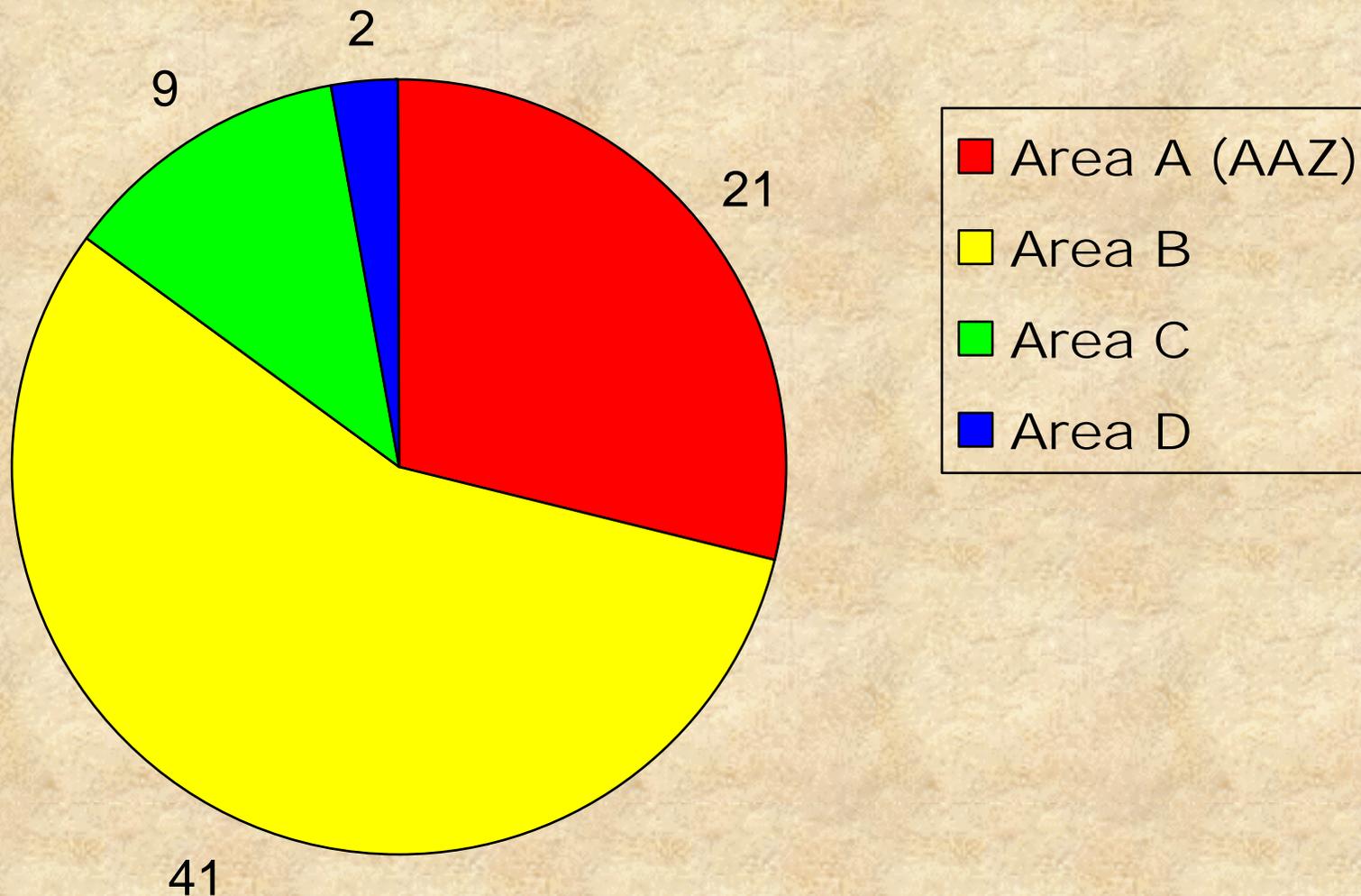




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Other CCS Data - AAZ Impact

1998 assessment of 73 Remaining AAZ employees from 1997

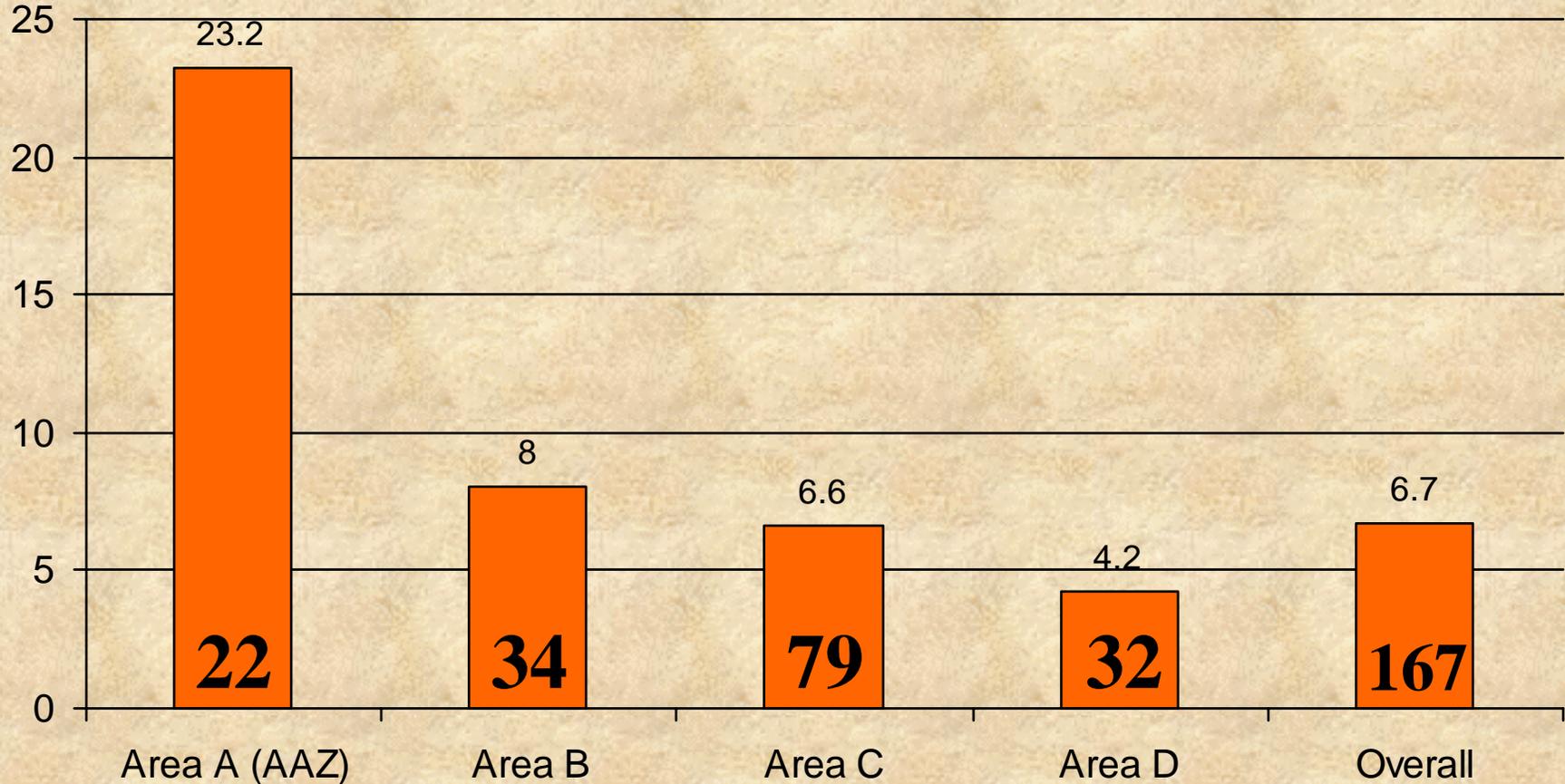




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Other CCS Data - Turnover from 1997

% Turnover By Rail Area from 1997





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Other CCS Data - CCS Bonuses

	1998	1997
Band II Population	1723	1706
# of CCS Bonuses	143	107
% Band II Receiving Bonuses	8.3%	6.3%
Mean Bonus Amount	\$1,521	\$1,239

Use of CCS bonuses is increasing

- More recipients and larger amounts

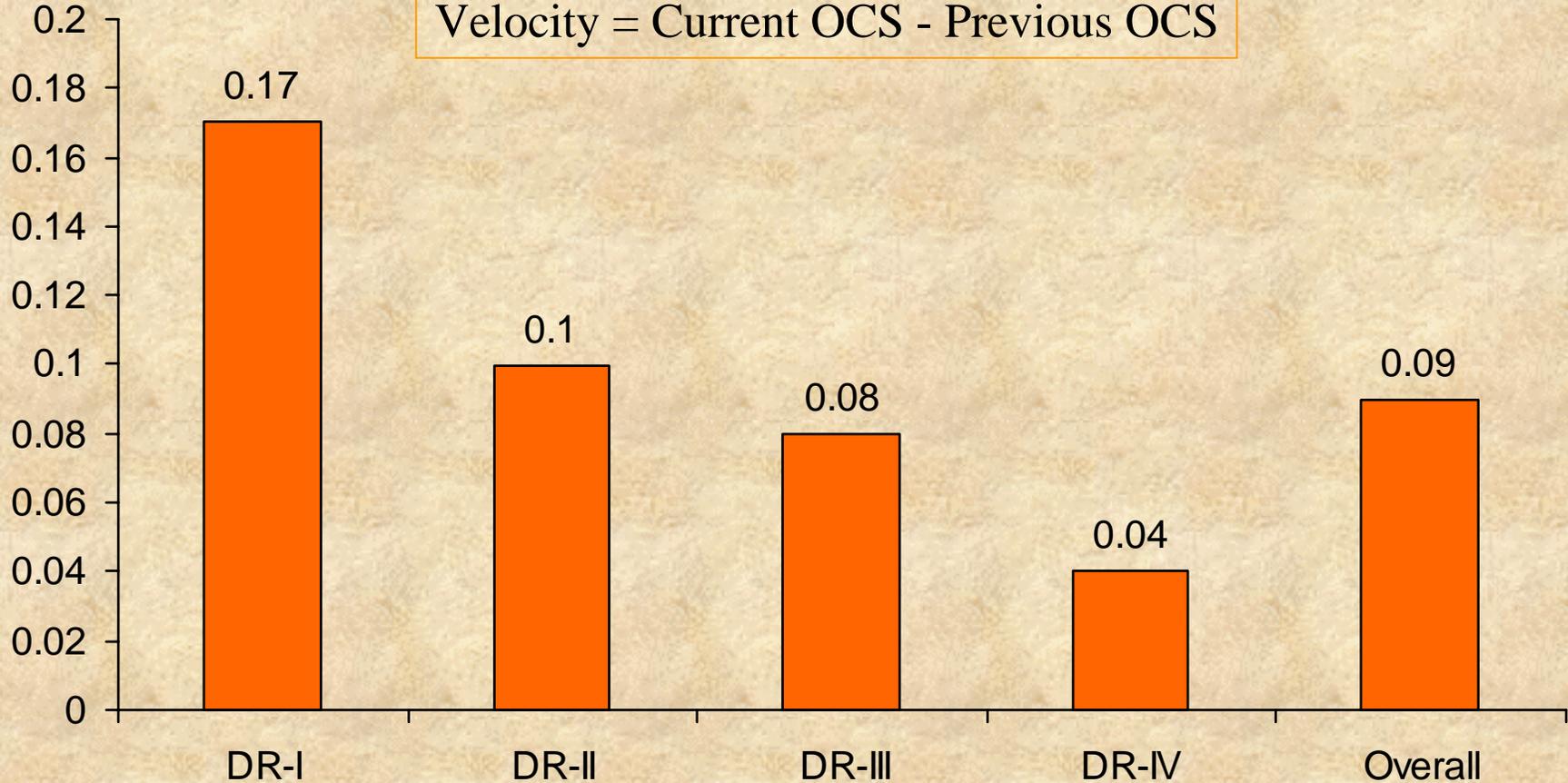


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Other CCS Data - Velocity

Mean Velocity by Broadband

Velocity = Current OCS - Previous OCS





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Back-Up Charts

(Tabular Representation of Data)



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Assessment Results By Paypool

Paypool	Mean Delta-CCS	Std Dev Delta-CCS	% By Rail Area				Min Delta-CCS	Max Delta-CCS
			A	B	C	D		
AFOSR	0.30	0.63	5.9	5.9	44.1	44.1	-1.83	1.78
DE	0.13	0.27	3.1	18.6	57.1	21.1	-0.88	0.87
HE	0.16	0.28	3.0	17.8	52.5	26.7	-0.67	1.16
HQ	0.15	0.26	3.0	9.1	62.1	25.8	-0.97	0.81
IF	0.08	0.18	2.0	18.6	71.3	8.2	-0.61	0.64
ML	0.24	0.32	1.5	12.7	48.8	37.0	-0.91	1.27
MN	0.22	0.18	0.6	7.6	62.6	29.2	-0.33	0.65
PR	0.19	0.25	1.3	13.0	56.0	29.6	-0.65	1.11
SN	0.26	0.26	0.5	11.4	48.8	39.3	-0.87	1.07
VA	0.17	0.25	1.1	18.8	52.5	27.6	-0.63	0.96
VS	0.14	0.31	2.5	23.6	47.5	26.4	-1.33	1.20
Paypool Average - 98	0.19	0.29	2.2	14.3	54.8	28.6	-1.83	1.78
Paypool Average - 97	0.17	0.32	3.8	17.2	48.0	31.0	-3.08	1.86



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Compensation Adjustment Results By Paypool

Paypool	Alpha-Delta-Y	Discretionary	Alpha	% Distributed	Mean Salary Inc (%)	Mean Salary Inc (\$)	# Less Than "G"	Max Raise (%)	Max Raise (\$)
AFOSR	Y	Y	0.192	100.0	4.86%	\$3,690	2	12.20	\$7,537
DE	Y	N	0.508	99.6	5.23%	\$3,459	5	16.86	\$9,034
HE	Y	N	0.475	100.0	5.41%	\$3,547	6	17.80	\$10,961
HQ	Y	Y	0.433	87.9	4.87%	\$3,360	2	14.70	\$9,185
IF	Y	N	0.779	99.6	5.47%	\$3,450	7	20.73	\$9,570
ML	Y	N	0.327	100.0	5.22%	\$3,396	5	15.95	\$8,960
MN	Y	N	0.394	99.9	5.42%	\$3,414	1	9.80	\$6,199
PR	Y	Y	0.395	100.0	5.39%	\$3,344	4	17.07	\$9,571
SN	Y	N	0.34	99.9	5.15%	\$3,394	2	13.07	\$7,648
VA	Y	Y	0.41	91.0	5.13%	\$3,342	3	21.18	\$7,757
VS	Y	N	0.488	99.4	5.19%	\$3,496	6	20.18	\$11,442
AFRL - 98	-----	-----	0.423	98.6	5.17%	\$3,421	43	21.18	\$11,442
AFRL - 97	-----	-----	0.418	97.8	4.79%	\$2,980	65	26.46	\$12,084



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Broadband Movement Summary - Upward

	1998 - Upward Movement								
	Band I - II			Band II - III			Band III - IV		
	EH1-2	RH1-2	MH1-2	EH2-3	RH2-3	HR2-3	EH3-4	RH3-4	MH3-4
Number in Zone	9	0	1	623	198	197	215	44	3
% of Band in Zone	36.0%	0.0%	4.0%	36.1%	11.5%	11.4%	46.4%	9.5%	0.6%
Number Approved	0	0	1	2	20	54	3	31	3

	1997 - Upward Movement								
	Band I - II			Band II - III			Band III - IV		
	EH1-2	RH1-2	MH1-2	EH2-3	RH2-3	HR2-3	EH3-4	RH3-4	MH3-4
Number in Zone	4	4	0	612	178	124	192	51	5
% of Band in Zone	22.2%	22.2%	0.0%	35.9%	10.4%	7.3%	39.4%	10.5%	1.0%
Number Approved	0	3	0	0	18	17	9	28	5



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Broadband Movement Summary - Downward

	1998 - Downward Movement								
	Band II - I			Band III - II			Band IV - III		
	EL2-1	RL2-1	ML2-1	EL3-2	RL3-2	ML3-2	EL4-3	RL4-3	ML4-3
Number in Zone	51	2	0	4	0	0	22	2	0
% of Band in Zone	3.0%	0.1%	0.0%	0.9%	0.0%	0.0%	6.9%	0.6%	0.0%
Number Approved	0	0	0	0	0	0	0	1	0

	1997 - Downward Movement								
	Band II - I			Band III - II			Band IV - III		
	EL2-1	RL2-1	ML2-1	EL3-2	RL3-2	ML3-2	EL4-3	RL4-3	ML4-3
Number in Zone	66	5	0	2	0	0	19	1	0
% of Band in Zone	3.9%	0.3%	0.0%	0.4%	0.0%	0.0%	7.1%	0.4%	0.0%
Number Approved	0	3	0	0	0	0	0	0	0



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Broadband Movement (Upward) By Paypool

Paypool	Band I - II			Band II - III			Band III - IV			Band IV
	# in Band I	# Moved	% Moved	# in Band II	# Moved	% Moved	# in Band III	# Moved	% Moved	# in Band IV
AFOSR	0	0	0.0%	7	1	14.3%	4	0	0.0%	23
DE	2	1	50.0%	95	5	5.3%	43	5	11.6%	21
HE	4	0	0.0%	120	2	1.7%	42	1	2.4%	36
HQ	0	0	0.0%	38	4	10.5%	12	0	0.0%	16
IF	6	0	0.0%	270	24	8.9%	55	1	1.8%	24
ML	2	0	0.0%	228	0	0.0%	49	3	6.1%	51
MN	2	0	0.0%	128	14	10.9%	29	2	6.9%	12
PR	4	0	0.0%	222	13	5.9%	51	0	0.0%	30
SN	0	0	0.0%	293	9	3.1%	75	18	24.0%	34
VA	2	0	0.0%	189	3	1.6%	41	4	9.8%	29
VS	3	0	0.0%	133	1	0.8%	62	3	4.8%	44
AFRL - 98	25	1	4.0%	1723	76	4.4%	463	37	8.0%	320
AFRL - 97	18	3	16.7%	1706	35	2.1%	487	42	8.6%	268



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Other CCS Data - Turnover From 1997

1998			
Rail Zone	Losses	1997 Count	% Loss
A or AAZ	22	95	23.16%
B	34	426	7.98%
C	79	1,191	6.63%
D	32	767	4.17%
TOTAL	167	2,479	6.74%



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Other CCS Data - Velocity

	1998 Velocity Measures			
	DR-I	DR-II	DR-III	DR-IV
No. of Observations	15	1549	438	274
Mean Velocity	0.17	0.10	0.08	0.04
Maximum Velocity	0.99	1.28	0.76	0.81
Minimum Velocity	-0.65	-1.31	-0.78	-0.58

Velocity = Current OCS - Previous OCS



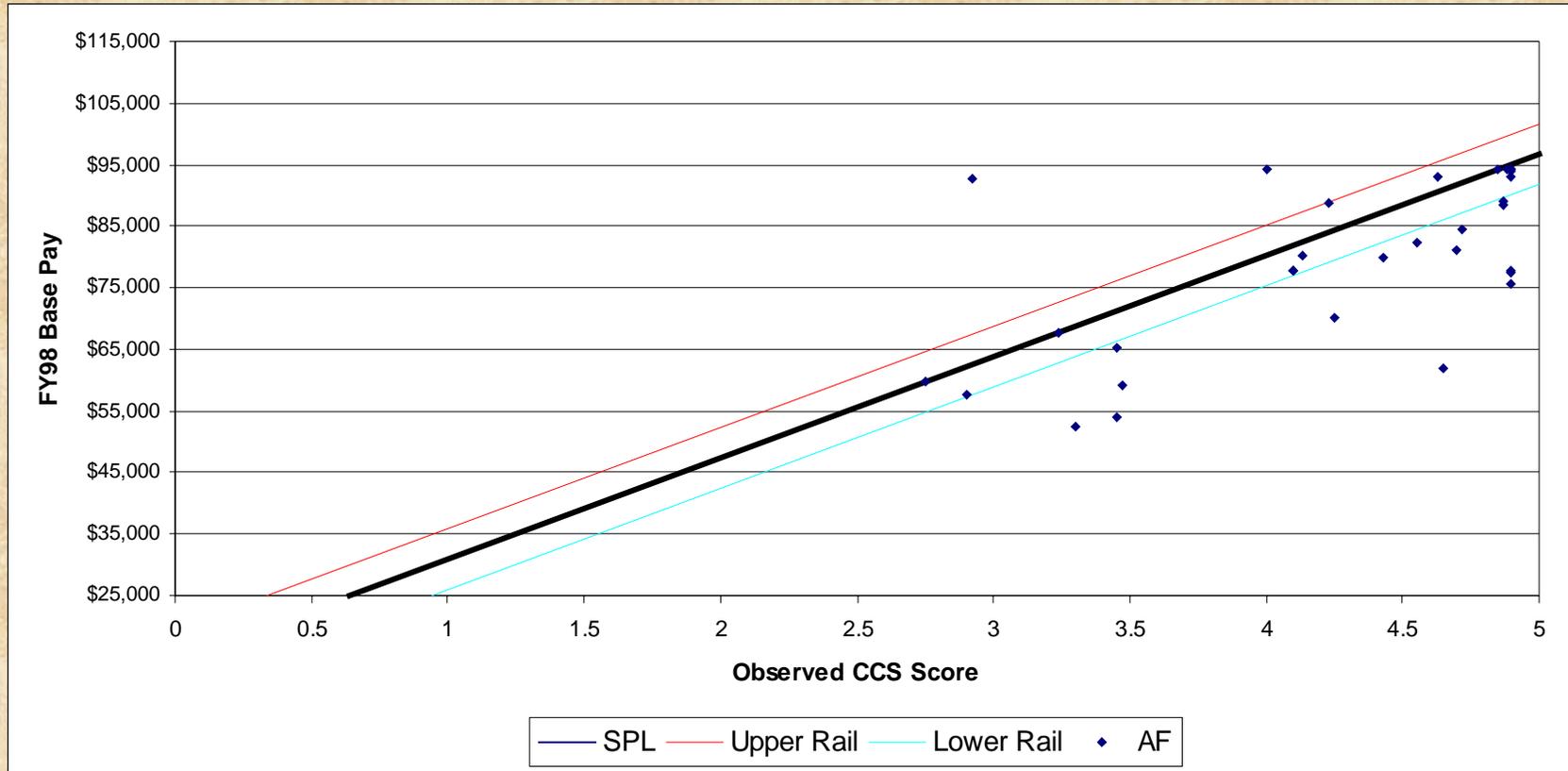
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Individual Paypool Results



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Paypool AF





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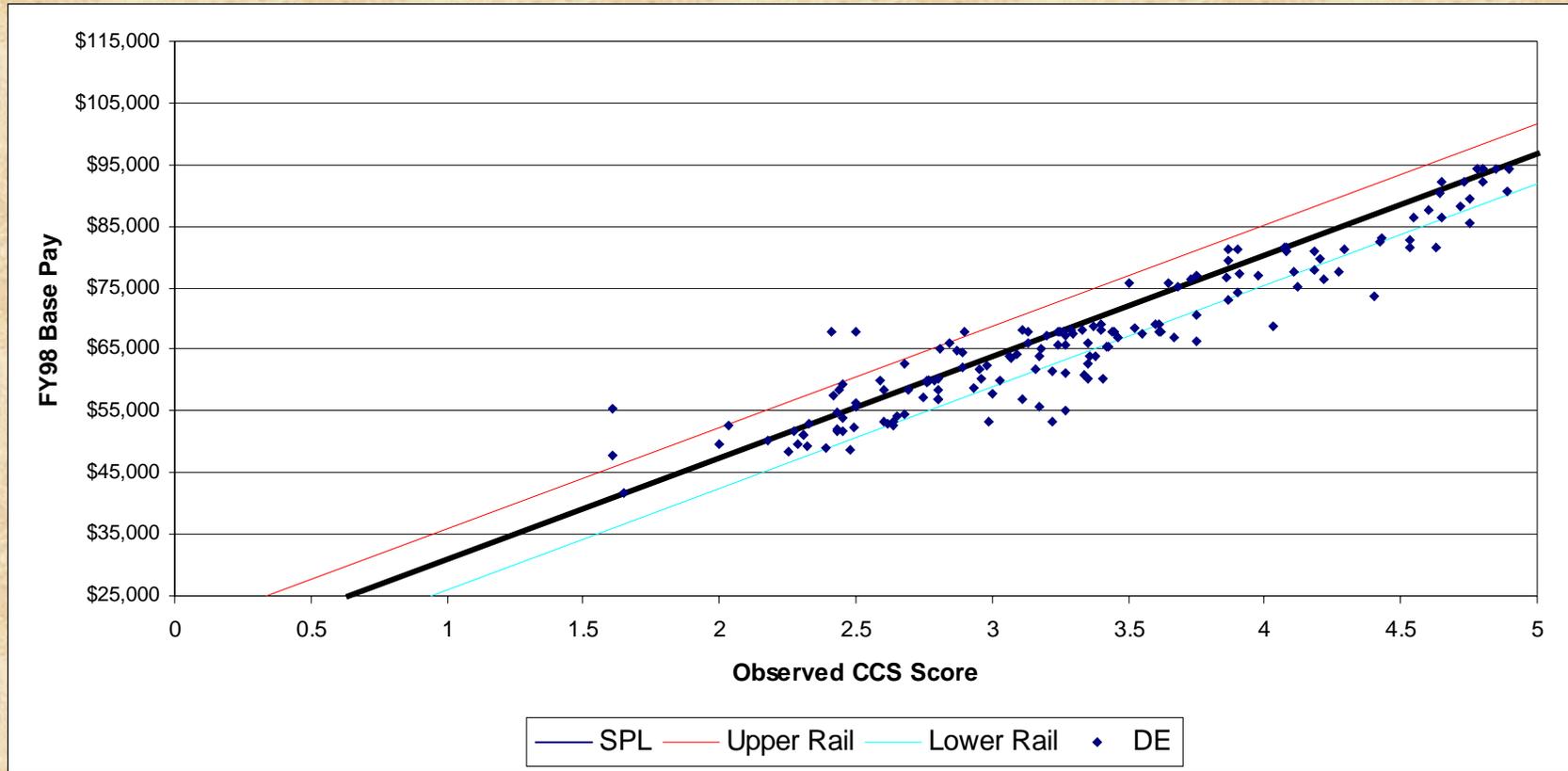
Paypool AF

	Paypool	All Paypools
# of people	34	2,531
Broadband distribution (% in Bands I/II/III/IV)	0.0% / 20.6% / 11.8% / 67.6%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$80,460	\$66,119
I & G pots available	\$40,644 + \$84,802 = \$125,446	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	4.31	3.32
Avg CCS scores by Band (I/II/III/IV)	0.0 / 3.42 / 3.93 / 4.64	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.297	0.182
Std Dev of Delta CCS	0.629	0.273
% of people in each graph area (A/B/C/D)	5.88% / 5.88% / 44.12% / 44.12%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.907	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.192 / 0.213	0.454 / 0.423
Avg Dollar Raise	\$3,690	\$3,422
Avg Percentage Raise	4.90%	5.30%
Maximum Dollar Raise	\$7,537	\$11,442
Maximum Percentage Raise	12.20%	21.18%
DeltaCCS vs Raise correlation	0.924	0.837
# & avg amount of CCS bonuses	0 / \$0	143 / \$1,521
Avg Residual Delta Y per person	\$5,034	\$2,126
Percent of pot spent	100.02%	99.39%
Percent of raises set by Alpha*Delta Y	91.18%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	0	25



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Paypool DE





H/R

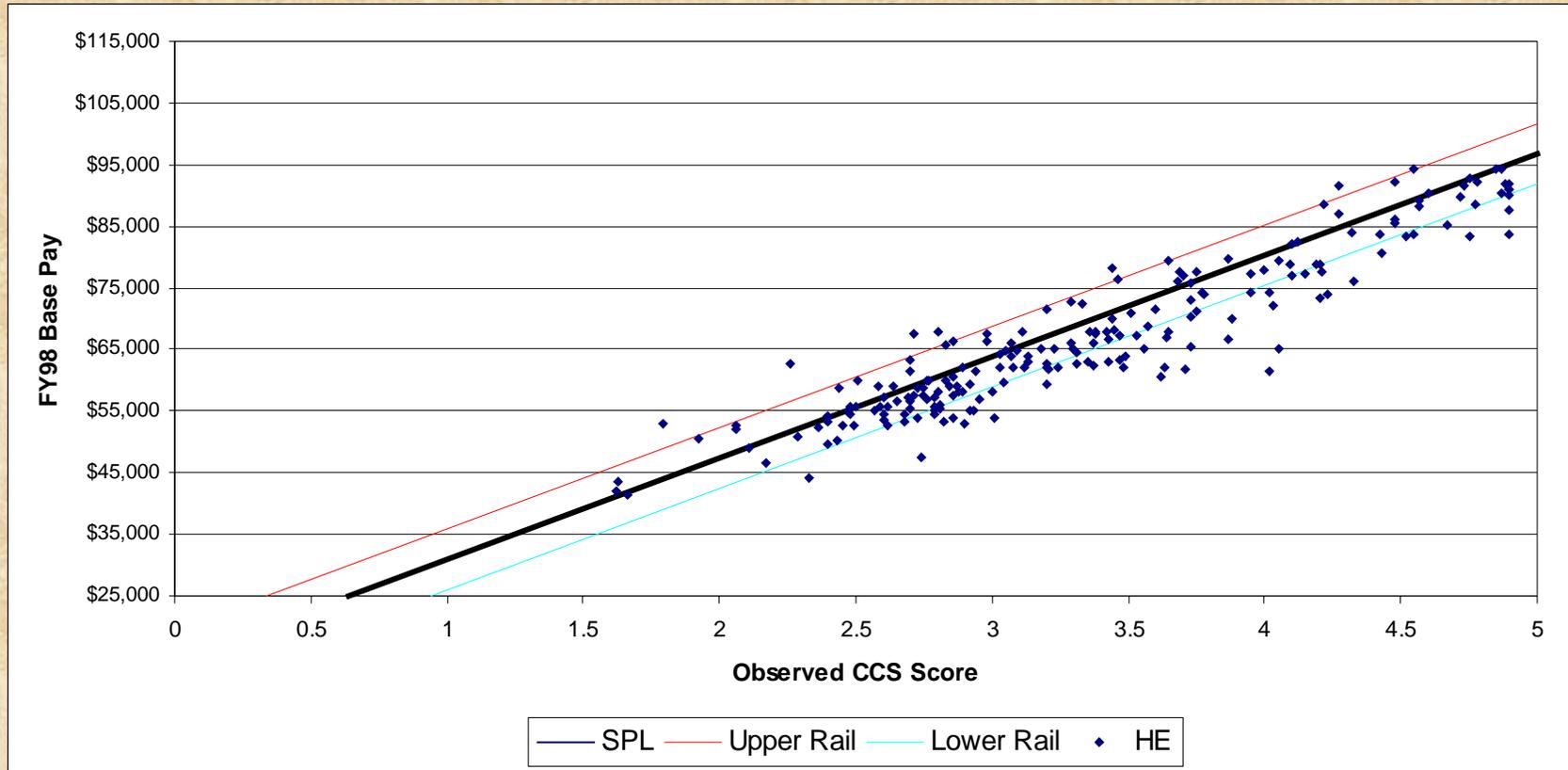
Paypool DE

	Paypool	All Paypools
# of people	161	2,531
Broadband distribution (% in Bands I/II/III/IV)	1.2% / 59.0% / 26.7% / 13.0%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$67,194	\$66,119
I & G pots available	\$225,416 + \$335,409 = \$560,825	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.33	3.32
Avg CCS scores by Band (I/II/III/IV)	2.07 / 2.84 / 3.82 / 4.71	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.131	0.182
Std Dev of Delta CCS	0.268	0.273
% of people in each graph area (A/B/C/D)	3.11% / 18.63% / 57.14% / 21.12%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.939	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.508 / 0.508	0.454 / 0.423
Avg Dollar Raise	\$3,465	\$3,422
Avg Percentage Raise	5.20%	5.30%
Maximum Dollar Raise	\$9,034	\$11,442
Maximum Percentage Raise	16.76%	21.18%
DeltaCCS vs Raise correlation	0.918	0.837
# & avg amount of CCS bonuses	4 / \$844	143 / \$1,521
Avg Residual Delta Y per person	\$1,448	\$2,126
Percent of pot spent	100.07%	99.39%
Percent of raises set by Alpha*Delta Y	100.00%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	1	25



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Paypool HE





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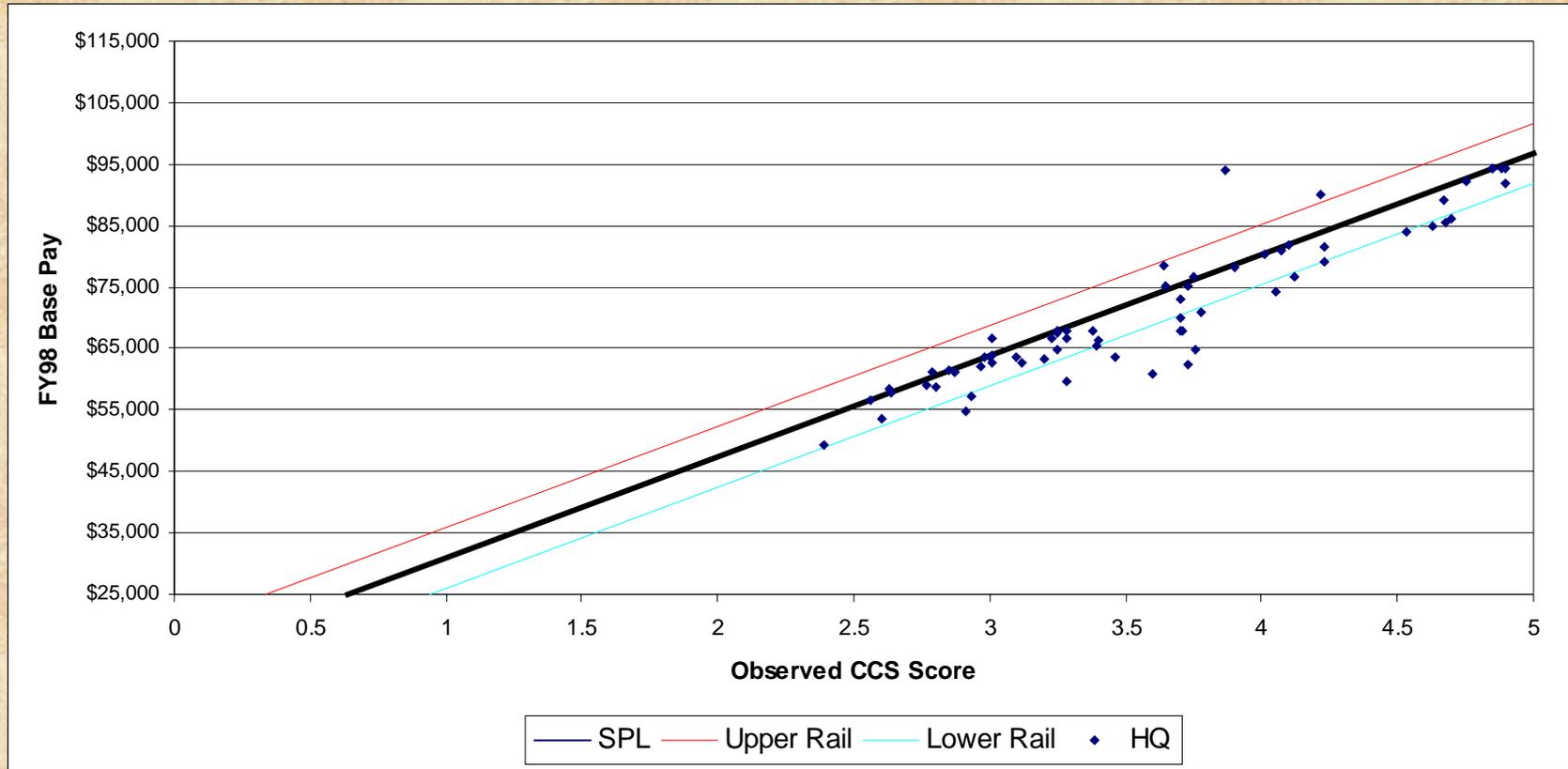
Paypool HE

	Paypool	All Paypools
# of people	202	2,531
Broadband distribution (% in Bands I/II/III/IV)	2.0% / 59.4% / 20.8% / 17.8%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$66,912	\$66,119
I & G pots available	\$314,275 + \$419,089 = \$733,364	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.35	3.32
Avg CCS scores by Band (I/II/III/IV)	1.77 / 2.89 / 3.77 / 4.56	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.162	0.182
Std Dev of Delta CCS	0.278	0.273
% of people in each graph area (A/B/C/D)	2.97% / 17.82% / 52.48% / 26.73%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.942	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.475 / 0.476	0.454 / 0.423
Avg Dollar Raise	\$3,547	\$3,422
Avg Percentage Raise	5.40%	5.30%
Maximum Dollar Raise	\$10,961	\$11,442
Maximum Percentage Raise	17.80%	21.18%
DeltaCCS vs Raise correlation	0.907	0.837
# & avg amount of CCS bonuses	10 / \$1,682	143 / \$1,521
Avg Residual Delta Y per person	\$1,878	\$2,126
Percent of pot spent	99.99%	99.39%
Percent of raises set by Alpha*Delta Y	100.00%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	3	25



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Paypool HQ





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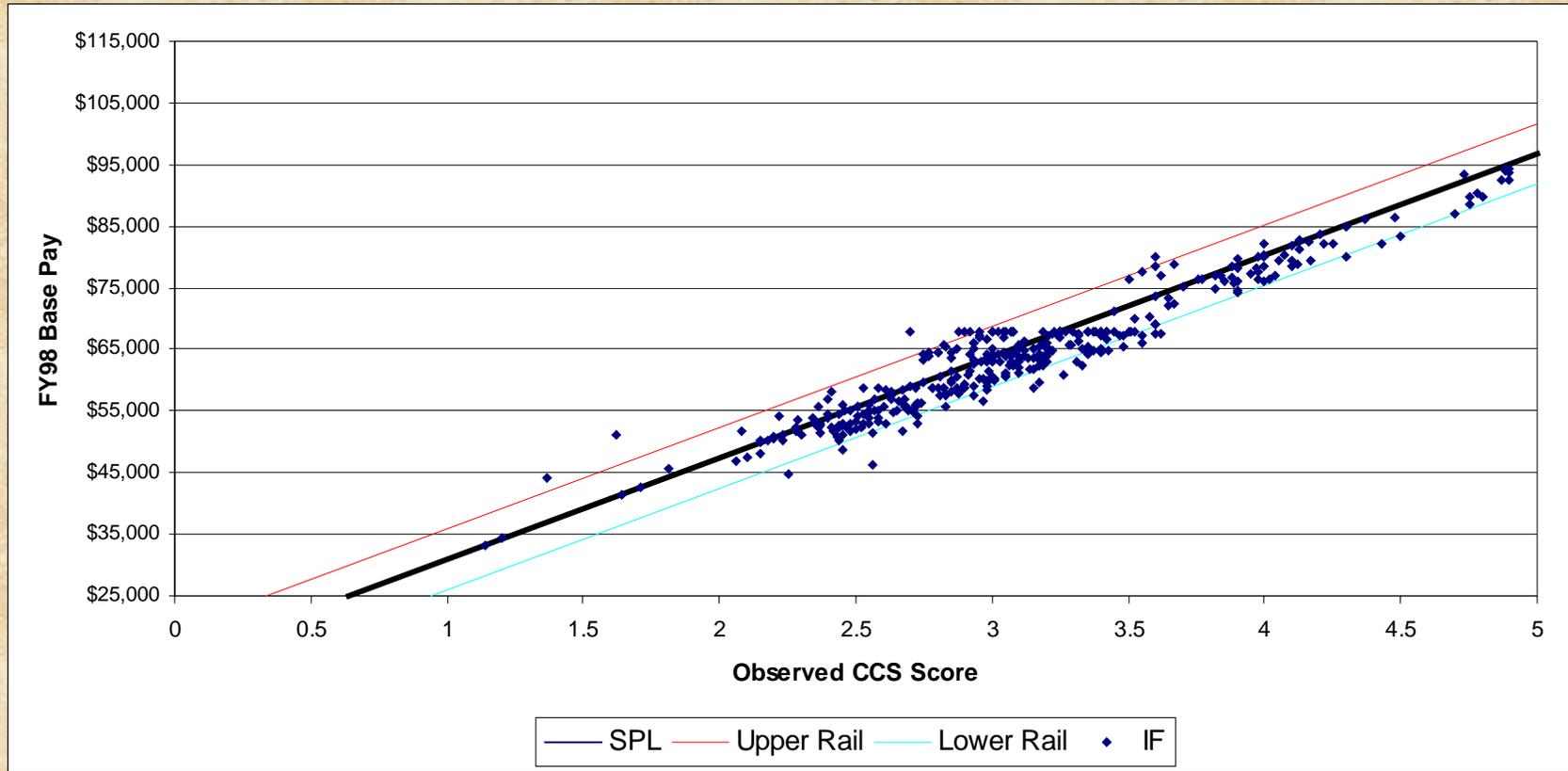
Paypool HQ

	Paypool	All Paypools
# of people	66	2,531
Broadband distribution (% in Bands I/II/III/IV)	0.0% / 57.6% / 18.2% / 24.2%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$71,198	\$66,119
I & G pots available	\$96,792 + \$145,684 = \$242,476	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.59	3.32
Avg CCS scores by Band (I/II/III/IV)	0.0 / 3.10 / 3.86 / 4.55	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.145	0.182
Std Dev of Delta CCS	0.263	0.273
% of people in each graph area (A/B/C/D)	3.03% / 9.09% / 62.12% / 25.76%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.963	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.433 / 0.473	0.454 / 0.423
Avg Dollar Raise	\$3,360	\$3,422
Avg Percentage Raise	4.90%	5.30%
Maximum Dollar Raise	\$9,185	\$11,442
Maximum Percentage Raise	14.70%	21.18%
DeltaCCS vs Raise correlation	0.852	0.837
# & avg amount of CCS bonuses	5 / \$1,536	143 / \$1,521
Avg Residual Delta Y per person	\$1,630	\$2,126
Percent of pot spent	94.61%	99.39%
Percent of raises set by Alpha*Delta Y	87.88%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	0	25



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Paypool IF





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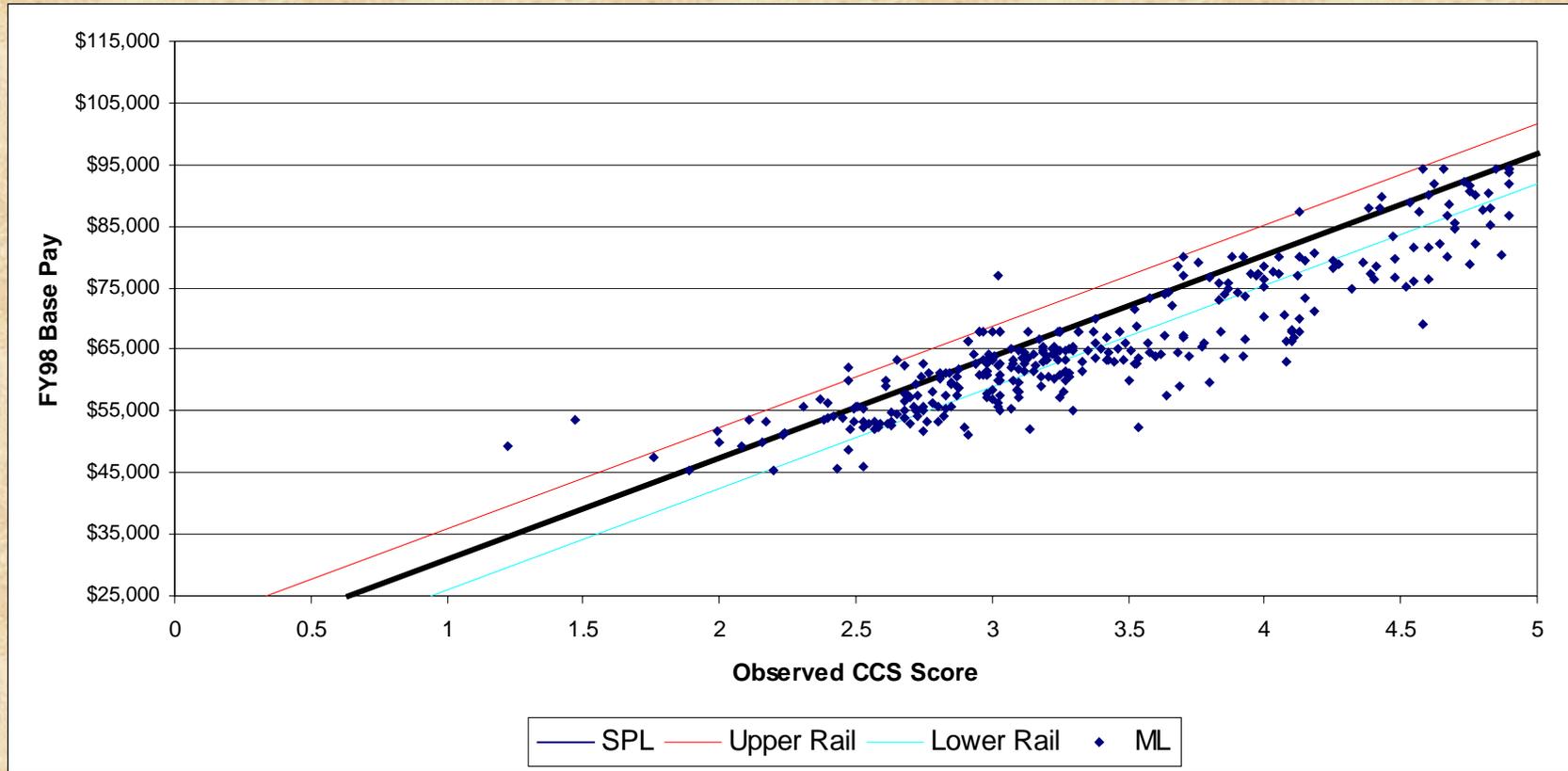
Paypool IF

	Paypool	All Paypools
# of people	355	2,531
Broadband distribution (% in Bands I/II/III/IV)	1.7% / 76.1% / 15.5% / 6.8%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$64,176	\$66,119
I & G pots available	\$530,333 + \$706,402 = \$1,236,735	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.10	3.32
Avg CCS scores by Band (I/II/III/IV)	1.48 / 2.87 / 3.82 / 4.53	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.084	0.182
Std Dev of Delta CCS	0.175	0.273
% of people in each graph area (A/B/C/D)	1.97% / 18.59% / 71.27% / 8.17%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.959	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.779 / 0.777	0.454 / 0.423
Avg Dollar Raise	\$3,450	\$3,422
Avg Percentage Raise	5.50%	5.30%
Maximum Dollar Raise	\$9,570	\$11,442
Maximum Percentage Raise	20.73%	21.18%
DeltaCCS vs Raise correlation	0.889	0.837
# & avg amount of CCS bonuses	8 / \$1,202	143 / \$1,521
Avg Residual Delta Y per person	\$467	\$2,126
Percent of pot spent	99.82%	99.39%
Percent of raises set by Alpha*Delta Y	100.00%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	2	25



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Paypool ML





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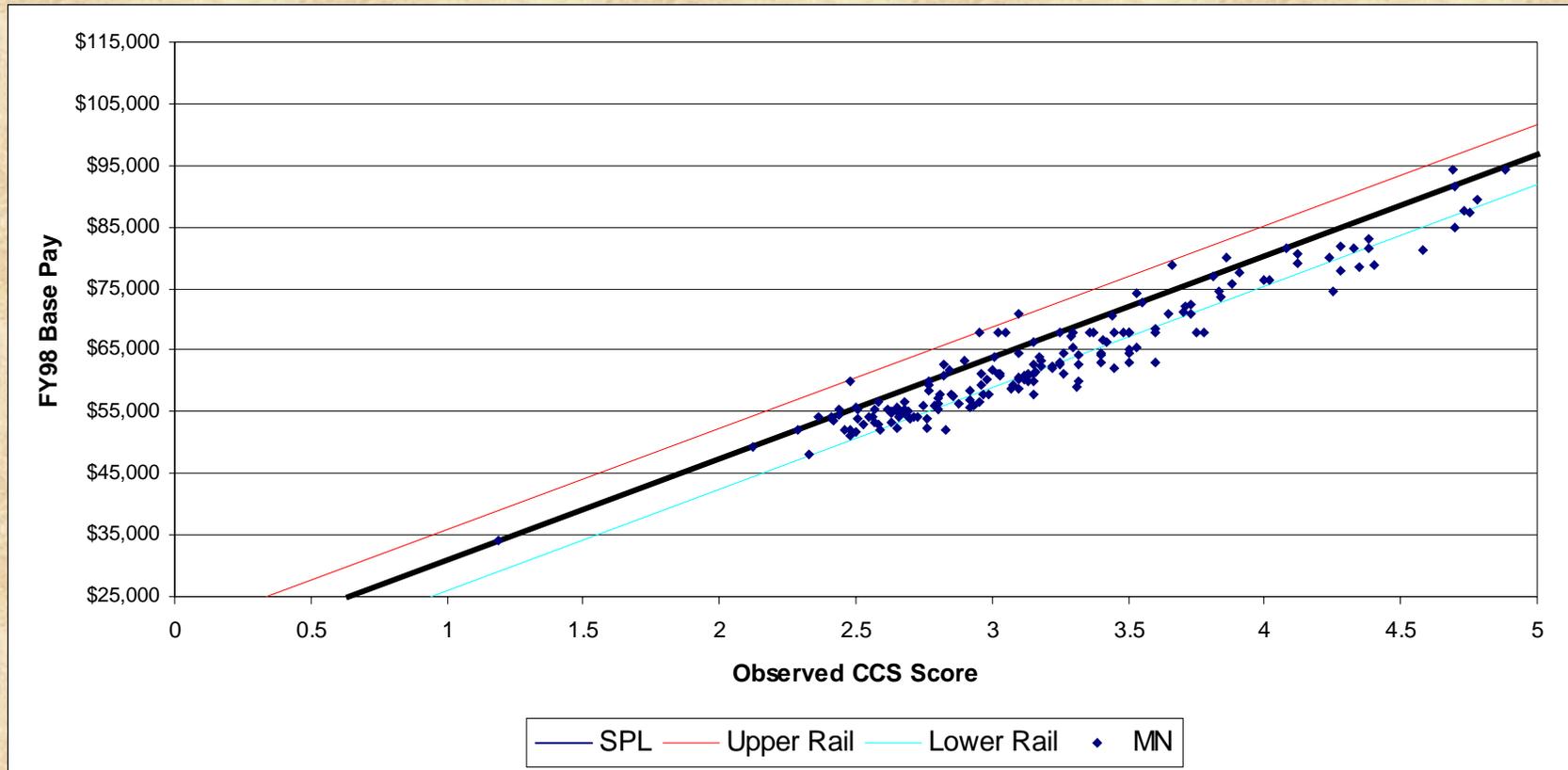
Paypool ML

	Paypool	All Paypools
# of people	330	2,531
Broadband distribution (% in Bands I/II/III/IV)	0.6% / 69.1% / 14.8% / 15.5%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$66,038	\$66,119
I & G pots available	\$478,804 + \$675,662 = \$1,154,466	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.38	3.32
Avg CCS scores by Band (I/II/III/IV)	1.65 / 3.00 / 3.89 / 4.62	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.242	0.182
Std Dev of Delta CCS	0.319	0.273
% of people in each graph area (A/B/C/D)	1.52% / 12.73% / 48.79% / 36.97%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.951	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.327 / 0.327	0.454 / 0.423
Avg Dollar Raise	\$3,396	\$3,422
Avg Percentage Raise	5.20%	5.30%
Maximum Dollar Raise	\$8,960	\$11,442
Maximum Percentage Raise	15.95%	21.18%
DeltaCCS vs Raise correlation	0.884	0.837
# & avg amount of CCS bonuses	18 / \$1,876	143 / \$1,521
Avg Residual Delta Y per person	\$3,142	\$2,126
Percent of pot spent	99.99%	99.39%
Percent of raises set by Alpha*Delta Y	99.70%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	0	25



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Paypool MN





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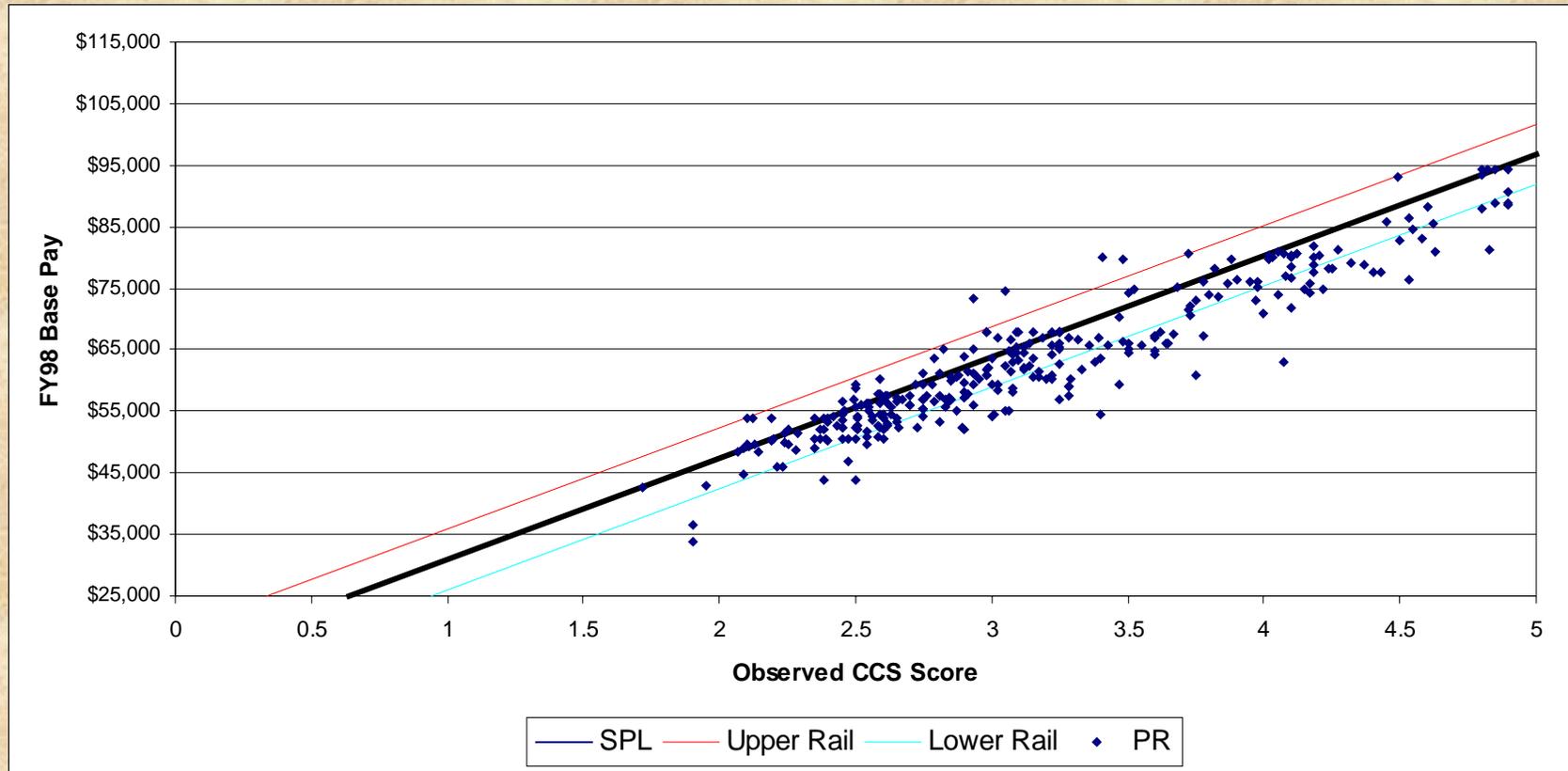
Paypool MN

	Paypool				All Paypools									
# of people	171				2,531									
Broadband distribution (% in Bands I/II/III/IV)	1.2%	/	74.9%	/	17.0%	/	7.0%	1.0%	/	68.1%	/	18.3%	/	12.6%
Avg 1998 basic pay	\$63,692				\$66,119									
I & G pots available	\$250,974 + \$337,700 = \$588,674				\$3,743,642 + \$5,188,561 = \$8,932,203									
Overall Avg CCS score	3.21				3.32									
Avg CCS scores by Band (I/II/III/IV)	1.66	/	2.95	/	3.85	/	4.60	1.72	/	2.95	/	3.89	/	4.62
Avg Delta CCS	0.215				0.182									
Std Dev of Delta CCS	0.183				0.273									
% of people in each graph area (A/B/C/D)	0.58%	/	7.60%	/	62.57%	/	29.24%	1.7%	/	15.3%	/	55.1%	/	27.9%
Avg Factor Score vs CCS Score correlation	0.928				0.948									
Avg alpha(alpha delta y) / Avg alpha (all I)	0.394 / 0.394				0.454 / 0.423									
Avg Dollar Raise	\$3,414				\$3,422									
Avg Percentage Raise	5.40%				5.30%									
Maximum Dollar Raise	\$6,199				\$11,442									
Maximum Percentage Raise	9.80%				21.18%									
DeltaCCS vs Raise correlation	0.910				0.837									
# & avg amount of CCS bonuses	6 / \$781				143 / \$1,521									
Avg Residual Delta Y per person	\$2,304				\$2,126									
Percent of pot spent	99.96%				99.39%									
Percent of raises set by Alpha*Delta Y	100.00%				98.6%									
Avg "G" in the AAZ	0.0%				0.0%									
Avg "I" between the SPL and the Upper Rail	0.0%				0.0%									
# with Raise > Delta Y	2				25									



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Paypool PR





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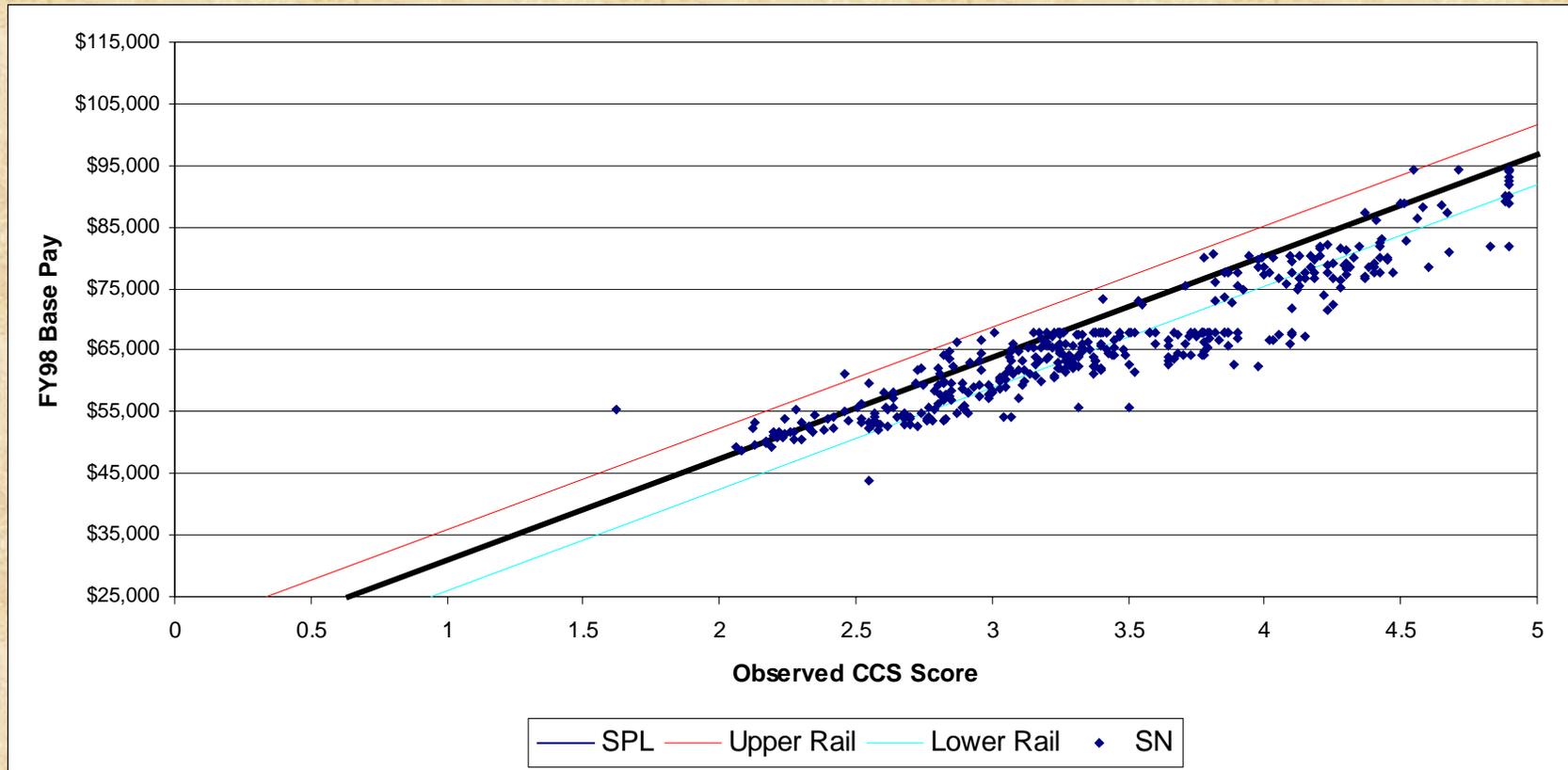
Paypool PR

	Paypool	All Paypools
# of people	307	2,531
Broadband distribution (% in Bands I/II/III/IV)	1.3% / 72.3% / 16.6% / 9.8%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$63,157	\$66,119
I & G pots available	\$436,771 + \$601,207 = \$1,037,978	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.15	3.32
Avg CCS scores by Band (I/II/III/IV)	1.87 / 2.82 / 3.84 / 4.58	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.191	0.182
Std Dev of Delta CCS	0.247	0.273
% of people in each graph area (A/B/C/D)	1.30% / 13.03% / 56.03% / 29.64%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.958	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.395 / 0.411	0.454 / 0.423
Avg Dollar Raise	\$3,344	\$3,422
Avg Percentage Raise	5.40%	5.30%
Maximum Dollar Raise	\$9,571	\$11,442
Maximum Percentage Raise	17.07%	21.18%
DeltaCCS vs Raise correlation	0.920	0.837
# & avg amount of CCS bonuses	9 / \$1,256	143 / \$1,521
Avg Residual Delta Y per person	\$2,123	\$2,126
Percent of pot spent	100.00%	99.39%
Percent of raises set by Alpha*Delta Y	94.14%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	9	25



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Paypool SN





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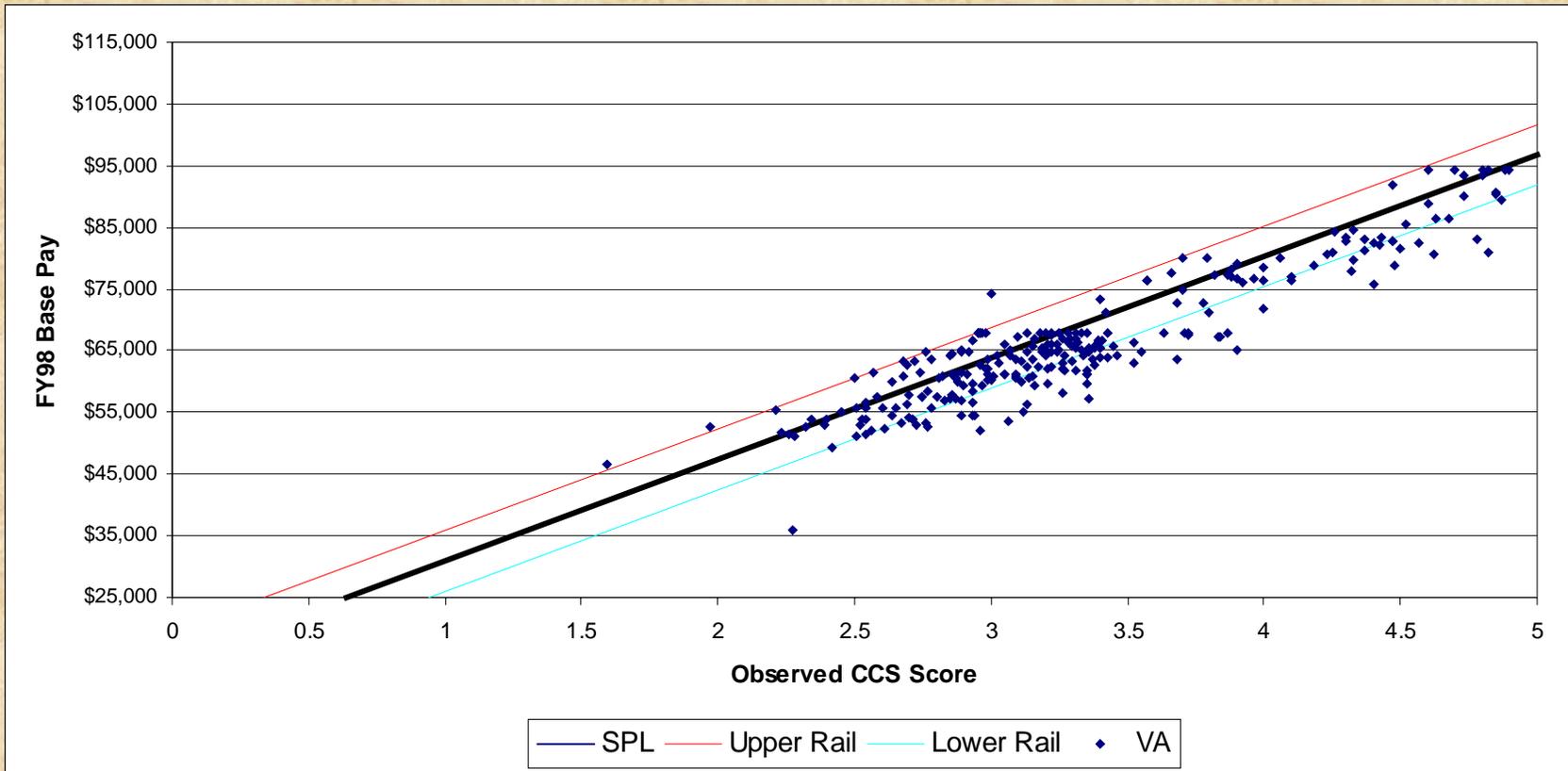
Paypool SN

	Paypool				All Paypools									
# of people	402				2,531									
Broadband distribution (% in Bands I/II/III/IV)	0.0%	/	72.9%	/	18.7%	/	8.5%	1.0%	/	68.1%	/	18.3%	/	12.6%
Avg 1998 basic pay	\$66,364				\$66,119									
I & G pots available	\$613,483 + \$827,151 = \$1,440,634				\$3,743,642 + \$5,188,561 = \$8,932,203									
Overall Avg CCS score	3.41				3.32									
Avg CCS scores by Band (I/II/III/IV)	0.0	/	3.08	/	4.12	/	4.69	1.72	/	2.95	/	3.89	/	4.62
Avg Delta CCS	0.260				0.182									
Std Dev of Delta CCS	0.258				0.273									
% of people in each graph area (A/B/C/D)	0.50%	/	11.44%	/	48.76%	/	39.30%	1.7%	/	15.3%	/	55.1%	/	27.9%
Avg Factor Score vs CCS Score correlation	0.943				0.948									
Avg alpha(alpha delta y) / Avg alpha (all I)	0.34 / 0.340				0.454 / 0.423									
Avg Dollar Raise	\$3,394				\$3,422									
Avg Percentage Raise	5.10%				5.30%									
Maximum Dollar Raise	\$7,648				\$11,442									
Maximum Percentage Raise	13.07%				21.18%									
DeltaCCS vs Raise correlation	0.854				0.837									
# & avg amount of CCS bonuses	51 / \$1,482				143 / \$1,521									
Avg Residual Delta Y per person	\$3,173				\$2,126									
Percent of pot spent	99.95%				99.39%									
Percent of raises set by Alpha*Delta Y	100.00%				98.6%									
Avg "G" in the AAZ	0.0%				0.0%									
Avg "I" between the SPL and the Upper Rail	0.0%				0.0%									
# with Raise > Delta Y	3				25									



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Paypool VA





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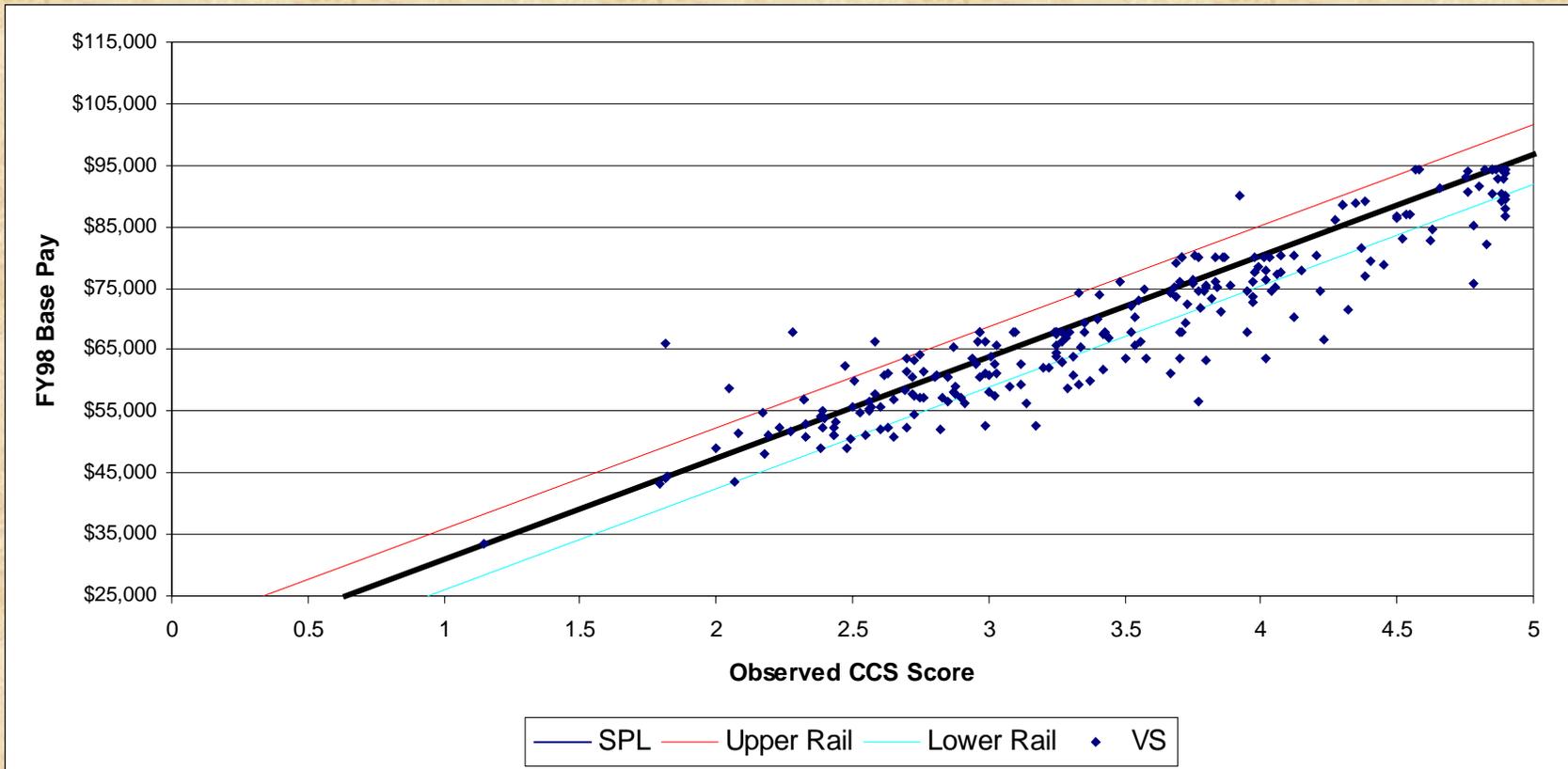
Paypool VA

	Paypool	All Paypools
# of people	261	2,531
Broadband distribution (% in Bands I/II/III/IV)	0.8% / 72.4% / 15.7% / 11.1%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$66,463	\$66,119
I & G pots available	\$397,510 + \$537,830 = \$935,340	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.33	3.32
Avg CCS scores by Band (I/II/III/IV)	1.93 / 3.02 / 3.92 / 4.61	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.170	0.182
Std Dev of Delta CCS	0.249	0.273
% of people in each graph area (A/B/C/D)	1.15% / 18.77% / 52.49% / 27.59%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.941	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.410 / 0.414	0.454 / 0.423
Avg Dollar Raise	\$3,342	\$3,422
Avg Percentage Raise	5.10%	5.30%
Maximum Dollar Raise	\$7,757	\$11,442
Maximum Percentage Raise	21.18%	21.18%
DeltaCCS vs Raise correlation	0.856	0.837
# & avg amount of CCS bonuses	16 / \$1,645	143 / \$1,521
Avg Residual Delta Y per person	\$2,092	\$2,126
Percent of pot spent	96.08%	99.39%
Percent of raises set by Alpha*Delta Y	98.08%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	4	25



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Paypool VS





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Paypool VS

	Paypool	All Paypools
# of people	242	2,531
Broadband distribution (% in Bands I/II/III/IV)	1.2% / 55.0% / 25.6% / 18.2%	1.0% / 68.1% / 18.3% / 12.6%
Avg 1998 basic pay	\$68,994	\$66,119
I & G pots available	\$358,639 + \$517,625 = \$876,264	\$3,743,642 + \$5,188,561 = \$8,932,203
Overall Avg CCS score	3.45	3.32
Avg CCS scores by Band (I/II/III/IV)	1.67 / 2.88 / 3.87 / 4.69	1.72 / 2.95 / 3.89 / 4.62
Avg Delta CCS	0.136	0.182
Std Dev of Delta CCS	0.312	0.273
% of people in each graph area (A/B/C/D)	2.48% / 23.55% / 47.52% / 26.45%	1.7% / 15.3% / 55.1% / 27.9%
Avg Factor Score vs CCS Score correlation	0.944	0.948
Avg alpha(alpha delta y) / Avg alpha (all I)	0.488 / 0.486	0.454 / 0.423
Avg Dollar Raise	\$3,497	\$3,422
Avg Percentage Raise	5.20%	5.30%
Maximum Dollar Raise	\$11,442	\$11,442
Maximum Percentage Raise	20.18%	21.18%
DeltaCCS vs Raise correlation	0.877	0.837
# & avg amount of CCS bonuses	16 / \$1,773	143 / \$1,521
Avg Residual Delta Y per person	\$1,736	\$2,126
Percent of pot spent	99.82%	99.39%
Percent of raises set by Alpha*Delta Y	100.00%	98.6%
Avg "G" in the AAZ	0.0%	0.0%
Avg "I" between the SPL and the Upper Rail	0.0%	0.0%
# with Raise > Delta Y	0	25